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Statewide and Regional Information

Wages and Fringe Benefits In Montana's Public Sector By Occupational Classification

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Montana Department of Labor and Industry

The Montana Department of Labor and Industry's Job Service Division maintains 23 local Job Service Offices in Montana. You are invited to call on any of them for assistance in filling positions in your organization, obtaining labor market information, and for receiving other services in connection with your employment needs.

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Wages and Fringe Benefits In Montana's Public Sector By Occupational Classification

Statewide and Regional Information

State of Montana
Stan Stephens, Governor

Department of Labor & Industry
Mike Micone, Commissioner

Published March 1992
by the
Montana Department of Labor & Industry

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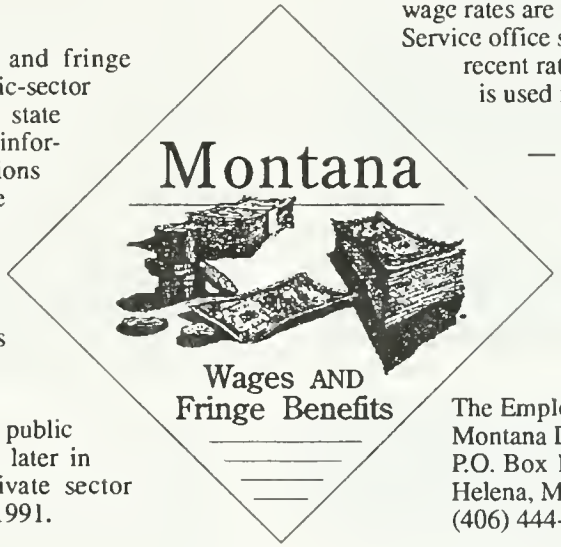
Introduction

Occupational wage and fringe benefit information is much sought after in Montana because of its usefulness in planning industry direction, educational offerings, and personal careers.

This publication contains wage and fringe benefit information pertaining to public-sector occupations within city, county and state government. (1) City and county wage information has been compiled for 10 regions within the state—as well as for the state as a whole. State wage information is statewide only. All information is presented alphabetically by occupation within each of the listings. (2) All fringe benefit information is statewide only.

Selected information reported by public schools will be available on request later in 1992. Information reported by private sector employers was published in October 1991.



Please note:

— Non-agricultural wage rates contained in this publication meet alien certification criteria. However, wage rates are periodically updated, and a local Job Service office should be contacted for the most recent rate information before any wage rate is used for alien certification purposes.

— Wages in this publication are intended for information and planning purposes only, and are NOT to be used as prevailing wage rates. If you need prevailing wage rates for public works contracts, please contact personnel at:

The Employment Relations Division
Montana Department of Labor & Industry
P.O. Box 1728
Helena, MT 59624
(406) 444-5600

A sincere thank you is extended to: The many public-sector employers across Montana who took part in this survey; the Montana Department of Labor and Industry's Job Service Division; the Job Training Partnership Act (JTPA) program in Montana; the Montana State Occupational Information Coordinating Committee (SOICC); and all past-and-present Research and Analysis Bureau staff who helped with this massive, and at times overwhelming, project.

About the Survey

Statewide and Regional Data

A previous wage-and-fringe benefit publication published by the Montana Department of Labor and Industry's Research and Analysis Bureau in 1986 presented statewide-only, private-sector data drawn from a stratified sample.

This survey collected both statewide and regional information, by occupation, from a 100-percent canvas of Montana's private and public-sector employers covered by unemployment insurance. (Private sector wage-and-benefits information was published separately late in 1991.)

This publication presents wage-and-fringe-benefit information about occupations in city, county and state government. Statewide and regional wage information is presented for city and county occupations. Statewide-only wage information is presented for state occupations, or job titles. All fringe benefits information is statewide only. **(See wage information region map on page 4.)**

(Please note: Wages included in this publication are intended for information and planning purposes only, and are not to be used as prevailing wage rates, which are wage rates that Montana law requires must be met or exceeded by employers with public works contracts. Official prevailing wage rates must be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices.)

Survey Description

The survey measured wage-and-benefit information for the week of Sept. 12, 1990.

Information on city and county occupations was collected from a two-part survey that was mailed early in 1991 to each county and municipality listed on state unemployment insurance files.

1.) The wage part of the survey involved sending survey packets to cities and counties listing most of the common occupations found within city and county governments—along with blank survey forms for occupations that were not listed. Each public-sector employer was asked to list the number of employees within each occupation; the actual hourly wage or salary that each employee earned during the week of Sept. 12, 1990; the entry level wage paid for each occupation; and the number of hours worked in a normal work week. (See sample wage survey form on page 97.) Wages are published in an hourly format whenever possible, however some wages were sometimes reported as annual wages—and, particularly in the case of county official occupations, could not be converted to hourly wages. Consequently, both hourly and annual wage information is included (in separate listings) for city and county occupations. Occupations which are listed in both the hourly and annual wage listings are marked with a filled star (★) symbol to aid readers in cross-referencing wage information.

2.) Benefits questionaires asked employers about the benefits they provide to their employees. Employers were asked who pays the cost of benefits, how many hours are worked in a basic work week, criteria for awarding wage and salary increases, the frequency of salary adjustments, and the number of weeks per year of paid vacation.(See sample fringe benefits survey form on page 98.) Benefits information is published only on a statewide basis.

Non-Hourly Wage Rates

Some workers, of course, receive pay that is not based on hours worked. Occupations where workers are sometimes paid on a non-hourly basis are marked with a filled square (■) symbol.

Some city commissioners were reported paid by the meeting, and some city attorneys were paid on a fee or retainer basis. In

some communities, the mayor and city commissioners received no pay. One community reported paying firefighters by the call. In one county, ambulance crews were reported paid by the trip. County commissioners were sometimes paid by the day.

In some cases it was not possible to publish wages for certain occupations since reported methods of payment could neither be converted to hourly nor to annual wage rates.

Shared and Combined Offices

In Montana, some counties share officials with other counties or cities—and some offices are combined within city and county governments.

For example, some counties reported that they shared sanitarians and court reporters. In another instance, a city and a county reported that they shared dispatchers.

The most frequently combined city offices reported were the clerk and treasurer offices, which are published under a city clerk/treasurer occupational title. One county office combination reported was a combination public administrator/clerk and recorder.

Survey Response

The overall survey response rate for cities was 74.4 percent. For counties it was 80.4 percent.

Data Confidentiality

In order to protect data confidentiality, city and county data was not published when fewer than four employees were employed within a particular occupation.

State Government Wage Data

Wage information for over 9,500 state employees in 1,100 job titles was collected from state payroll and benefits records, and is presented alphabetically by job title.

State wage data was provided by the Montana Department of Administration's Personnel Division in an annual format for the pay period ending November 30, 1990. Research and Analysis Bureau staff converted these annual wages to hourly wages by using 2,080 hours per year. (See wage conversion table on pages 95 and 96 of this publication.) Bureau staff also researched and coded all but 88 state job titles using the U.S. Department of Labor *Dictionary of Occupational Titles*, which lists job descriptions for over 21,000 U.S. occupations and assigns each occupation a DOT number code. Wage data is not included in this publication for higher education system occupations.

Please note: State government uses a pay grade system for wage compensation. There were nine separate pay matrices used in state government during the pay period used in this publication—and caution should be exercised when attempting to compare job title information by grade scales.

Do you have questions about information included in this publication? Please contact us at:

The Research and Analysis Bureau
Montana Department of Labor and Industry
P.O. Box 1728
Helena, MT 59624
Phone: (406) 444-2430

Montana's Wage Information Regions

Region 1: Flathead, Lake, Lincoln and Sanders Counties

Region 2: Mineral, Missoula and Ravalli Counties

Region 3: Beaverhead, Deer Lodge, Granite, Madison, Powell and Silverbow Counties

Region 4: Blaine, Cascade, Choteau, Glacier, Hill, Liberty, Pondera, Teton and Toole Counties

Region 5: Broadwater, Jefferson, Meagher, and Lewis & Clark Counties

Region 6: Gallatin, Park and Sweet Grass Counties

Region 7: Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum and Wheatland Counties

Region 8: Big Horn, Carbon, Rosebud, Stillwater, Treasure and Yellowstone Counties

Region 9: Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan and Valley Counties

Region 10: Carter, Custer, Dawson, Fallon, Powder River, Prairie and Wibaux Counties

Please direct questions about regional wages, and requests for additional information to: Research & Analysis Bureau; Montana Department of Labor & Industry; P.O. Box 1728; Helena, MT 59624; (406) 444-2430, or tollfree (within Montana) 1-800-633-0229.

Interpretation of City and County Wage Data

CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(373.117-010)★	FIRE CHIEF	9	14.53	13.28	11.06 - 17.80	12.64	7.59 - 17.85
(373.364-010) ■	FIRE FIGHTER	242	11.02	11.46	9.93 - 12.28	8.16	6.28 - 11.18
(909.687-010) ●	GARBAGE COLLECTOR	44	8.82	9.03	7.08 - 10.76	6.96	5.00 - 8.36

ANNUAL WAGE RATES FOR COUNTY GOVERNMENT WORKERS (BY REGION)
(Data Presented in Annual Rates by Region)

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range
205.367-030	CLERK & RECORDER	4	$22,001.05	$19,250.10	$15,891.20 - $33,612.80
188.117-001	■ COUNTY COMMISSIONER	7	$24,525.88	$23,628.12	$10,753.60 - $30,014.40
377.263-010	★ DEPUTY SHERIFF	20	$18,863.03	$18,449.60	$16,041.24 - $22,464.00

Listed Alphabetically by Occupation

For the convenience of those using this publication, occupations are listed alphabetically within hourly and annual wage sections for both city and county public sector occupations.

Information from Left to Right

Information presented will vary somewhat from listing to listing, as illustrated by the examples above. However, from **left to right**, each listing will include most of the following information:

D.O.T. Code: An occupational code from the U.S. Department of Labor's *Dictionary of Occupational Titles*, which lists job descriptions for over 21,000 U.S. occupations. The first digit in each D.O.T. Code identifies the major occupational category that an occupation belongs to:

- **0/1 Professional, technical and managerial occupations**
- **2 Clerical and sales occupations**
- **3 Service occupations**
- **4 Agricultural, fishery, forestry and related occupations**
- **5 Processing occupations**
- **6 Machine trades occupations**
- **7 Benchwork occupations**
- **8 Structural work occupations**
- **9 Miscellaneous occupations**

Occupation or Title: The name of an occupation or job title.

☞ **Workers in occupations preceded by a filled circle (●)** are required by law to be paid prevailing wage rates when they are involved with public works contracts. The wage information in this publication is to be used for informational purposes only. Prevailing wage rates are established by the Montana Department of Labor and Industry after surveying employers in 10 prevailing wage districts within the state. These rates can be obtained from the Department's Employment Relations Division—or local Job Service offices .

☞ **Workers in occupations preceded by a filled square (■)** are sometimes paid on a non-hourly basis. (See non-hourly wage information beginning on page 2.)

☞ **Both hourly and annual wages were reported for workers in occupations preceded by a filled star (★).** Consequently, both hourly and annual wage listings should be checked for wage information.

Number of Employees: The number of workers reported within each occupation during the survey.

Weighted Average: Weighted for how many individual workers are employed at each wage rate. Each reported individual wage rate is multiplied by its corresponding frequency (number of workers), and then these products are added together to arrive at a sum total. The sum total is next divided by the total frequency (total number of workers) to determine the weighted average wage.

Median: The wage rate that divides the wage distribution into two equal parts. Half the reported wages fall above the median rate and half fall below it.

Middle Range: Includes the second and third quartiles of the sample distribution, or the middle 50 percent of the sample. Therefore, 25 percent of the wages are below the low end of the range, and 25 percent are above the high end of the range.

Range: Shows the range of reported wages from lowest to highest.

Entry Level Average Wage: Represents the average wage paid to those workers who meet the basic qualifications for the job, but who need additional on-the-job training and supervision before they are considered "experienced" workers. The entry level average wage may not be representative of the occupational sample due to the fact that many employerss who provide wage information for experienced workers do not also provide entry level wage data.

Entry Level Wage Range: Shows the lowest and the highest entry level wages that were reported for each occupation.

CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	39	7.10	6.80	5.96 - 8.11	6.18	5.00 - 8.06
(243.367-019)	ASSISTANT CITY CLERK	8	6.77	6.91	4.93 - 8.09	6.54	5.00 - 8.12
(188.117-031)	ASSISTANT PUBLIC WORKS DIRECTOR	11	10.54	11.30	8.25 - 12.47	9.02	5.00 - 11.91
(620.281-018)	AUTOMOTIVE-MAINTENANCE-EQUIP SERVICER	28	9.23	9.48	8.01 - 10.15	7.69	5.00 - 9.20
(214.382-014)	BILLING CLERK	11	7.62	7.22	6.50 - 8.52	6.79	5.79 - 8.00
(210.382-014)	BOOKKEEPER, FULL-CHARGE; GENERAL	6	7.26	7.83	5.52 - 8.68	5.54	3.80 - 7.81
(406.684-010)	CEMETERY WORKER	12	9.52	9.49	8.18 - 10.47	NA	NA NA
(161.117-019)★	CITY CLERK/CITY TREASURER	6	8.26	8.03	6.00 - 10.25	6.42	4.00 - 7.76
(188.117-116)	CITY SUPERINTENDENT	30	11.03	10.91	9.37 - 12.62	8.96	5.77 - 11.76
(381.687-014)	●CLEANER, COMMERCIAL OR INSTITUTIONAL	4	5.13	4.44	4.32 - 6.60	NA	NA NA
(203.362-010)	CLERK-TYPIST	30	6.73	6.57	6.23 - 7.59	5.71	4.00 - 7.04
(209.562-010)	CLERK, GENERAL	64	7.45	6.97	6.32 - 8.44	6.42	4.95 - 10.35
(188.117-030)	COMMISSIONER, PUBLIC WORKS	40	12.38	11.77	9.52 - 14.12	11.65	6.00 - 19.64
(020.187-010)	COMPUTER PROGRAMMER	7	12.19	11.97	11.77 - 12.35	11.18	8.95 - 13.91
(243.362-010)	COURT CLERK	10	6.11	5.46	5.03 - 7.21	5.65	4.50 - 7.58
(188.167-030)	DIRECTOR, FINANCIAL RESPONSIBILITY DIV.	4	19.51	20.02	14.98 - 23.52	16.62	11.86 - 19.64
(379.362-010)★	DISPATCHER, RADIO	100	6.86	7.22	5.96 - 7.59	5.86	3.80 - 8.58
(110.117-010)	DISTRICT ATTORNEY	4	29.86	19.73	7.06 - 62.77	NA	NA NA
(379.673-010)	DOG CATCHER	13	7.48	6.89	6.54 - 9.38	6.75	4.00 - 9.32
(079.374-010)	EMERGENCY MEDICAL TECHNICIAN	17	5.37	5.50	5.10 - 5.50	NA	NA NA
(373.117-010)★	FIRE CHIEF	9	14.53	13.28	11.06 - 17.80	12.64	7.59 - 17.85
(373.364-010) ■	FIRE FIGHTER	242	11.02	11.46	9.93 - 12.28	8.16	6.28 - 11.18
(909.687-010)	●GARBAGE COLLECTOR	44	8.82	9.03	7.08 - 10.76	6.96	5.00 - 8.36

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

★ Both hourly and annual wage information was reported for workers in these occupations. Consequently, both hourly and annual wage listings should be checked for wage information. See "Interpretation of Wage Data" on pages 5 and 6.

CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(406.687-010)	GROUNDSKEEPER, PARKS AND GROUNDS	108	6.87	6.14	4.50 - 9.38	6.27	3.80 - 10.07
(168.167-030)	INSPECTOR, BUILDING	9	12.30	10.50	9.75 - 11.23	8.89	7.50 - 9.75
(382.664-010) ●	JANITOR	14	6.63	6.57	5.27 - 7.86	5.94	4.00 - 7.50
(500.000-000)	LABORER, GENERAL	28	7.73	8.17	5.31 - 9.41	6.43	4.50 - 9.32
(100.127-014)	LIBRARIAN	22	5.96	5.52	4.37 - 7.73	4.90	3.50 - 8.12
(249.367-046)	LIBRARY ASSISTANT	22	5.63	5.47	4.50 - 6.40	4.33	4.00 - 5.65
(100.367-018)	LIBRARY TECHNICAL ASSISTANT	13	6.78	5.48	4.20 - 9.68	NA	NA NA
(379.667-014)	LIFEGUARD	33	4.51	4.35	4.10 - 4.92	4.19	4.00 - 4.50
(161.167-010)	MANAGEMENT ANALYST	4	9.76	9.54	7.15 - 12.59	NA	NA NA
(188.117-114)	MANAGER, CITY	7	20.45	17.54	13.97 - 28.23	19.03	12.02 - 28.23
(189.167-022)	MANAGER, DEPARTMENT	6	13.55	12.72	12.04 - 15.01	11.81	9.50 - 14.15
(209.567-010) ★	METER READER	30	8.84	9.11	7.41 - 10.59	7.63	5.00 - 10.34
(859.683-010)	OPERATING ENGINEER	30	9.19	9.37	8.82 - 10.00	7.97	4.50 - 10.29
(375.587-010)	PARKING ENFORCEMENT OFFICER	15	6.59	6.89	6.28 - 6.93	6.42	5.98 - 7.14
(215.482-010)	PAYROLL CLERK	6	8.91	8.74	8.17 - 9.70	7.86	7.00 - 8.52
(375.117-010) ★	POLICE CHIEF	30	11.76	10.94	8.99 - 13.46	9.95	6.91 - 18.72
(375.263-014) ★	POLICE OFFICER	225	10.87	10.77	9.48 - 12.51	7.91	5.00 - 10.50
(954.382-010)	PUMP-STATION OPERATOR, WATERWORKS	5	9.20	9.46	8.80 - 9.48	NA	NA NA
(341.367-010)	RECREATION-FACILITY ATTENDANT	4	5.07	5.23	4.09 - 5.87	NA	NA NA
(955.463-010)	SANITARY LANDFILL OPERATOR	36	8.19	9.38	5.42 - 10.15	7.39	3.80 - 11.01
(201.362-030)	SECRETARY	35	6.84	6.87	5.98 - 7.59	5.54	4.50 - 7.00
(955.687-010)	SEWAGE-DISPOSAL WORKER	46	10.03	10.19	9.38 - 10.76	7.27	5.00 - 8.87
(955.687-018)	STREET CLEANER	19	9.17	9.21	8.82 - 9.68	7.59	7.00 - 8.02

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

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CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(187.117-054)	SUPERINTENDENT, RECREATION	16	11.66	10.07	8.65 - 13.28	11.62	7.00 - 18.36
(188.167-098)	SUPERINTENDENT, SANITATION	11	9.14	7.24	6.81 - 12.23	9.88	5.00 - 14.56
(851.137-014)	SUPERVISOR, SEWER MAINTENANCE	6	9.30	9.96	8.19 - 10.65	NA	NA NA
(235.662-022)	TELEPHONE OPERATOR	8	6.47	6.46	6.28 - 6.57	5.81	4.84 - 6.28
(161.117-018)	TREASURER	16	7.41	7.04	6.44 - 8.93	5.98	4.00 - 8.63
(199.167-014)	URBAN PLANNER	35	13.78	13.55	10.75 - 14.79	10.43	7.63 - 13.68
(954.382-014)	WATER-TREATMENT-PLANT OPERATOR	157	9.13	9.50	8.24 - 10.59	6.91	4.07 - 10.85

REGION 1 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(620.281-018)	AUTOMOTIVE-MAINTENANCE-EQUIP SERVICER	5	9.83	10.20	8.95 - 10.51	8.19	6.50 - 9.20
(161.117-019)★	CITY CLERK/CITY TREASURER	4	9.43	9.47	7.06 - 11.76	NA	NA NA
(209.562-010)	CLERK, GENERAL	15	7.03	6.51	6.51 - 6.51	5.98	5.00 - 7.20
(188.117-030)	COMMISSIONER, PUBLIC WORKS	4	11.38	11.28	8.35 - 14.48	10.37	6.00 - 13.68
(379.362-010)★	DISPATCHER, RADIO	24	6.01	6.35	5.47 - 7.06	5.47	3.80 - 6.95
(373.364-010) ■	FIRE FIGHTER	11	11.01	10.65	10.43 - 11.87	NA	NA NA
(406.687-010)	GROUNDSKEEPER, PARKS AND GROUNDS	11	8.21	9.31	6.63 - 9.31	6.75	4.00 - 8.38
(859.683-010)	OPERATING ENGINEER	5	10.15	10.58	9.50 - 10.58	NA	NA NA
(375.117-010)★	POLICE CHIEF	7	11.07	11.24	8.38 - 11.80	9.72	6.92 - 15.02
(375.263-014)★	POLICE OFFICER	40	10.43	10.35	9.25 - 11.87	8.59	7.46 - 10.50
(955.687-010)	SEWAGE-DISPOSAL WORKER	7	10.10	9.85	9.80 - 10.61	7.90	6.50 - 8.87
(161.117-018)	TREASURER	4	8.96	8.80	7.02 - 11.06	6.68	5.86 - 8.18
(954.382-014)	WATER-TREATMENT-PLANT OPERATOR	23	8.84	9.63	8.32 - 10.11	6.88	4.07 - 8.87

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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REGION 2 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(406.687-010)	GROUNDSKEEPER, PARKS AND GROUNDS	3	5.75	5.25	5.00 - 7.00	NA	NA NA
(379.667-014)	LIFEGUARD	4	4.69	4.25	4.25 - 5.56	NA	NA NA
(375.263-014)★	POLICE OFFICER	9	8.91	8.98	8.98 - 9.17	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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REGION 3 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(100.127-014)	LIBRARIAN	5	4.60	3.85	3.80 - 5.77	NA	NA NA

REGION 4 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	13	6.09	5.96	5.96 - 5.96	NA	NA
(188.117-116)	CITY SUPERINTENDENT	5	11.46	9.98	9.47 - 14.18	NA	NA
(203.362-010)	CLERK-TYPIST	4	6.89	7.21	5.72 - 7.74	NA	NA
(209.562-010)	CLERK, GENERAL	8	6.68	6.96	5.33 - 8.05	NA	NA
(379.362-010)★	DISPATCHER, RADIO	20	7.08	7.53	7.04 - 7.53	NA	NA
(379.673-010)	DOG CATCHER	6	7.88	7.20	6.54 - 9.83	7.66	6.11 - 9.32
(373.364-010) ■	FIRE FIGHTER	52	10.95	11.69	8.96 - 12.25	NA	NA
(909.687-010) ●	GARBAGE COLLECTOR	6	8.38	8.77	7.54 - 8.79	NA	NA
(406.687-010)	GROUNDSKEEPER, PARKS AND GROUNDS	40	6.69	5.75	4.56 - 8.00	5.37	4.00 - 7.37
(500.000-000)	LABORER, GENERAL	12	9.31	9.39	8.90 - 9.86	NA	NA
(249.367-046)	LIBRARY ASSISTANT	9	5.79	5.10	4.72 - 6.78	NA	NA
(379.667-014)	LIFEGUARD	4	4.85	4.70	4.70 - 5.15	NA	NA
(209.567-010)★	METER READER	11	10.32	10.59	10.47 - 10.59	NA	NA
(859.683-010)	OPERATING ENGINEER	5	9.66	9.36	8.85 - 10.61	NA	NA
(375.263-014)★	POLICE OFFICER	19	12.33	12.98	12.88 - 13.08	7.50	7.00 - 8.00
(955.463-010)	SANITARY LANDFILL OPERATOR	9	10.35	10.31	9.83 - 11.10	9.29	7.54 - 11.01
(201.362-030)	SECRETARY	9	6.55	6.00	5.96 - 7.37	NA	NA
(199.167-014)	URBAN PLANNER	11	13.37	13.55	12.32 - 14.20	NA	NA
(954.382-014)	WATER-TREATMENT-PLANT OPERATOR	42	9.39	9.79	8.23 - 10.63	7.29	5.00 - 10.85

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

★ Both hourly and annual wage information was reported for workers in these occupations. Consequently, both hourly and annual wage listings should be checked for wage information. See "Interpretation of Wage Data" on pages 5 and 6.

REGION 5 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(620.281-018)	AUTOMOTIVE-MAINTENANCE-EQUIP SERVICER	6	10.46	10.81	9.12 - 11.69	NA	NA NA
(209.562-010)	CLERK, GENERAL	10	7.83	8.02	7.19 - 8.13	NA	NA NA
(373.364-010) ■	FIRE FIGHTER	25	12.78	13.08	12.02 - 13.71	NA	NA NA
(406.687-010)	GROUNDSKEEPER, PARKS AND GROUNDS	25	5.58	4.00	3.85 - 9.38	NA	NA NA
(209.567-010)★	METER READER	7	7.84	7.46	7.28 - 8.43	NA	NA NA
(375.587-010)	PARKING ENFORCEMENT OFFICER	6	6.56	6.60	6.20 - 6.93	NA	NA NA
(375.263-014)★	POLICE OFFICER	31	10.79	10.12	9.26 - 11.82	NA	NA NA
(955.463-010)	SANITARY LANDFILL OPERATOR	5	9.38	9.38	9.38 - 9.38	NA	NA NA
(955.687-010)	SEWAGE-DISPOSAL WORKER	11	9.54	9.38	9.38 - 10.18	NA	NA NA
(199.167-014)	URBAN PLANNER	6	12.22	11.68	10.25 - 14.14	NA	NA NA
(954.382-014)	WATER-TREATMENT-PLANT OPERATOR	15	9.15	8.87	7.29 - 10.39	NA	NA NA

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■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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REGION 6 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	6	6.95	6.80	6.12 - 7.77	6.22	5.79 - 6.87
(188.117-116)	CITY SUPERINTENDENT	10	12.21	12.20	10.22 - 14.26	10.67	9.26 - 11.76
(203.362-010)	CLERK-TYPIST	5	6.18	6.23	5.94 - 6.38	NA	NA NA
(209.562-010)	CLERK, GENERAL	6	8.14	7.51	6.71 - 9.87	NA	NA NA
(379.362-010)★	DISPATCHER, RADIO	16	6.68	6.94	5.56 - 7.53	5.55	4.50 - 7.14
(373.364-010) ■	FIRE FIGHTER	30	9.65	9.76	9.04 - 10.05	NA	NA NA
(909.687-010) ●	GARBAGE COLLECTOR	29	9.05	10.76	5.50 - 10.76	NA	NA NA
(406.687-010)	GROUNDSKEEPER, PARKS AND GROUNDS	9	7.67	6.00	5.00 - 11.06	NA	NA NA
(249.367-046)	LIBRARY ASSISTANT	10	5.60	6.12	4.00 - 6.30	4.55	4.00 - 5.65
(100.367-018)	LIBRARY TECHNICAL ASSISTANT	6	8.89	9.68	8.26 - 10.16	NA	NA NA
(379.667-014)	LIFEGUARD	6	4.92	5.25	4.37 - 5.25	NA	NA NA
(209.567-010)★	METER READER	4	9.65	10.76	7.00 - 11.17	NA	NA NA
(859.683-010)	OPERATING ENGINEER	4	9.11	8.82	8.82 - 9.67	NA	NA NA
(375.117-010)★	POLICE CHIEF	4	12.85	12.26	9.92 - 16.35	NA	NA NA
(201.362-030)	SECRETARY	8	7.05	7.00	6.62 - 7.21	NA	NA NA
(955.687-010)	SEWAGE-DISPOSAL WORKER	12	10.63	10.76	10.76 - 10.76	NA	NA NA
(955.687-018)	STREET CLEANER	7	8.48	8.16	8.16 - 8.82	NA	NA NA
(199.167-014)	URBAN PLANNER	7	11.53	10.16	10.12 - 13.61	NA	NA NA
(954.382-014)	WATER-TREATMENT-PLANT OPERATOR	29	9.67	9.56	8.86 - 10.76	8.14	7.79 - 8.42

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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REGION 7 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(209.562-010)	CLERK, GENERAL	4	7.22	6.50	5.53 - 9.63	NA	NA NA
(079.374-010)	EMERGENCY MEDICAL TECHNICIAN	17	5.37	5.50	5.10 - 5.50	NA	NA NA
(373.364-010) ■	FIRE FIGHTER	19	7.37	6.75	6.00 - 7.50	NA	NA NA
(100.127-014)	LIBRARIAN	7	6.98	7.73	5.23 - 7.81	NA	NA NA
(379.667-014)	LIFEGUARD	12	4.24	4.10	4.02 - 4.28	NA	NA NA
(375.263-014)	POLICE OFFICER	8	9.34	9.46	8.86 - 9.93	NA	NA NA
(954.382-014) ★	WATER-TREATMENT-PLANT OPERATOR	13	7.34	7.80	5.88 - 9.07	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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REGION 8 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	12	7.89	7.96	6.93 - 8.84	NA	NA NA
(620.281-018)	AUTOMOTIVE-MAINTENANCE-EQUIP SERVICER	5	8.84	9.48	7.87 - 9.48	NA	NA NA
(406.684-010)	CEMETERY WORKER	5	9.71	9.72	8.06 - 11.34	NA	NA NA
(203.362-010)	CLERK-TYPIST	14	7.15	7.24	6.57 - 7.59	NA	NA NA
(209.562-010)	CLERK, GENERAL	10	8.04	7.47	5.63 - 9.62	6.72	4.95 - 10.35
(188.117-030)	COMMISSIONER, PUBLIC WORKS	6	13.64	12.56	9.89 - 16.55	11.86	6.92 - 19.64
(379.362-010)★	DISPATCHER, RADIO	23	8.38	8.37	7.80 - 9.01	NA	NA NA
(373.364-010) ■	FIRE FIGHTER	101	11.76	11.80	11.45 - 12.84	NA	NA NA
(406.687-010)	GROUNDSKEEPER, PARKS AND GROUNDS	12	9.57	9.96	9.04 - 10.20	NA	NA NA
(500.000-000)	LABORER, GENERAL	12	6.35	5.25	5.25 - 7.29	5.36	4.50 - 6.33
(100.127-014)	LIBRARIAN	4	6.58	6.81	4.37 - 8.54	NA	NA NA
(859.683-010)	OPERATING ENGINEER	11	8.59	9.80	8.12 - 10.00	7.48	4.50 - 9.81
(375.587-010)	PARKING ENFORCEMENT OFFICER	4	6.89	6.89	6.89 - 6.89	NA	NA NA
(375.117-010)★	POLICE CHIEF	6	11.74	9.76	7.78 - 15.62	10.33	6.91 - 18.72
(375.263-014)★	POLICE OFFICER	95	11.31	11.34	10.02 - 12.81	7.49	5.00 - 9.96
(955.463-010)	SANITARY LANDFILL OPERATOR	9	7.95	9.72	5.25 - 10.45	7.00	3.80 - 9.68
(201.362-030)	SECRETARY	10	7.82	7.68	6.82 - 9.34	NA	NA NA
(955.687-010)	SEWAGE-DISPOSAL WORKER	11	10.49	10.70	10.20 - 11.61	NA	NA NA
(851.137-014)	SUPERVISOR, SEWER MAINTENANCE	4	10.31	10.65	9.62 - 10.65	NA	NA NA
(235.662-022)	TELEPHONE OPERATOR	4	6.57	6.57	6.33 - 6.81	NA	NA NA
(199.167-014)	URBAN PLANNER	7	16.63	16.38	14.09 - 18.57	NA	NA NA
(954.382-014)	WATER-TREATMENT-PLANT OPERATOR	26	9.29	10.29	8.08 - 10.65	6.55	4.47 - 9.81

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■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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REGION 9 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(620.281-018)	AUTOMOTIVE-MAINTENANCE-EQUIP SERVICER	5	8.34	8.28	6.34 - 10.36	NA	NA NA
(209.562-010)	CLERK, GENERAL	4	6.49	6.46	6.10 - 6.90	NA	NA NA
(188.117-030)	COMMISSIONER, PUBLIC WORKS	12	10.31	9.71	8.85 - 12.79	9.07	6.00 - 11.01
(379.362-010)★	DISPATCHER, RADIO	9	5.23	5.35	3.80 - 6.84	NA	NA NA
(382.664-010)	●JANITOR	3	6.95	7.25	5.77 - 7.82	NA	NA NA
(379.667-014)	LIFEGUARD	5	4.17	4.15	4.00 - 4.35	NA	NA NA
(375.117-010)★	POLICE CHIEF	4	11.49	11.43	8.35 - 14.67	8.67	7.00 - 11.01
(375.263-014)★	POLICE OFFICER	15	10.21	10.27	8.77 - 11.93	7.75	7.00 - 8.77
(955.463-010)	SANITARY LANDFILL OPERATOR	6	7.32	7.21	5.75 - 8.77	NA	NA NA
(201.362-030)	SECRETARY	4	5.80	6.26	4.24 - 6.88	NA	NA NA
(955.687-018)	STREET CLEANER	5	10.06	10.03	9.85 - 10.29	NA	NA NA
(188.167-098)	SUPERINTENDENT, SANITATION	5	7.12	7.00	6.87 - 7.42	NA	NA NA
(161.117-018)	TREASURER	5	7.05	6.44	5.80 - 8.60	6.60	5.17 - 8.63

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REGION 10 CITY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(188.117-031)	ASSISTANT PUBLIC WORKS DIRECTOR	3	10.46	11.71	7.20 - 12.47	NA	NA NA
(209.562-010)	CLERK, GENERAL	4	8.45	8.95	5.98 - 10.40	NA	NA NA
(188.117-030)	COMMISSIONER, PUBLIC WORKS	4	11.03	10.98	9.14 - 12.96	NA	NA NA
(379.362-010)★	DISPATCHER, RADIO	5	6.23	6.24	6.08 - 6.37	NA	NA NA
(373.364-010) ■	FIRE FIGHTER	4	9.78	9.93	9.46 - 9.93	NA	NA NA
(209.567-010)★	METER READER	4	7.92	9.01	5.10 - 9.64	NA	NA NA
(955.463-010)	SANITARY LANDFILL OPERATOR	4	4.76	4.88	4.19 - 5.18	NA	NA NA
(955.687-018)	STREET CLEANER	7	9.21	9.21	9.21 - 9.21	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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ANNUAL WAGE RATES FOR CITY GOVERNMENT WORKERS (STATEWIDE)

(Statewide Data Presented in Annual Wage Rates)

D.O.T. Code		Job Title	Number of Employees	Weighted Average	Median	Range
379.673-010		ANIMAL CONTROL SPECIALIST	13	$11,276.65	$17,160.00	$900.00 - $20,987.20
110.117-010	■	CITY ATTORNEY	34	$11,301.50	$6,966.00	$771.60 - $50,710.40
209.562-010		CITY CLERK	18	$14,093.38	$16,772.60	$3,150.00 - $23,940.80
161.117-019	★	CITY CLERK/TREASURER	37	$12,549.07	$12,207.00	$120.00 - $27,948.00
188.117-000	■	CITY COUNCIL	213	$314.86	$1,200.00	$180.00 - $4,200.00
111.109-010		CITY JUDGE	59	$7,436.25	$4,380.00	$300.00 - $39,790.40
161.117-018	★	CITY TREASURER	16	$13,150.25	$8,755.50	$1,800.00 - $36,795.20
243.362-010		CLERK OF CITY COURT	15	$8,847.85	$8,616.00	$900.00 - $25,704.00
379.362-010	★	DISPATCHER, RADIO	15	$15,570.69	$16,068.00	$13,746.00 - $17,804.80
376.117-010	★	FIRE CHIEF	10	$7,800.50	$750.00	$100.00 - $42,432.00
100.127-014		LIBRARIAN	6	$10,115.63	$10,039.30	$600.00 - $21,212.00
188.137-010	■	MAYOR	61	$3,941.57	$3,000.00	$240.00 - $21,324.00
209.567-010	★	METER READERS	14	$11,183.64	$12,615.20	$1,200.00 - $20,987.20
375.117-010	★	POLICE CHIEF	10	$25,228.76	$23,474.10	$15,600.00 - $42,432.00
375.263-014	★	POLICE OFFICER	133	21928.97	$23,150.40	$7,056.00 - $34,416.00
954.382-014		SEWER/WATER WORKERS	12	14148.07	$16,556.80	$2,700.00 - $22,297.60
373.117-010		VOLUNTEER FIRE CHIEF	4	$1,566.00	$1,482.00	$900.00 - $2,400.00

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■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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ANNUAL WAGE RATES FOR CITY GOVERNMENT WORKERS (BY REGION)

(Data Presented in Annual Wage Rates by Region)

REGION 1

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
188.117-000	■ CITY COUNCIL	37	$1,494.08	$1,500.00	$180.00 -	$3,000.00
111.109-010	CITY JUDGE	7	$8,992.11	$8,060.00	$1,800.00 -	$21,000.00
243.362-010	CLERK OF CITY COURT	5	$5,259.39	$8,616.00	$1,944.96 -	$13,536.00

REGION 2

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
188.117-000	■ CITY COUNCIL	10	$792.05	$792.05	$480.00 -	$1,000.08

REGION 3

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
161.117-019	★ CITY CLERK/TREASURER	11	$7,851.20	$7,800.00	$120.00 -	$14,435.20
188.117-000	■ CITY COUNCIL	16	$409.50	$420.00	$180.00 -	$552.00
188.137-010	■ MAYOR	9	$1,594.67	$1,500.00	$600.00 -	$2,400.00

REGION 4

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
188.117-000	■ CITY ATTORNEY	4	$12,962.80	$10,170.00	$3,660.00 -	$27,851.20
110.117-010	■ CITY COUNCIL	46	$1,845.81	$1,800.00	$180.00 -	$3,600.00
161.117-019	★ CITY CLERK/TREASURER	7	$17,986.07	$17,879.52	$8,390.20 -	$27,948.00
111.109-010	CITY JUDGE	9	$9,453.41	$5,040.00	$900.00 -	$39,790.40
373.117-010	★ FIRE CHIEF	5	$15,052.80	$1,800.00	$600.00 -	$42,432.00
188.137-010	■ MAYOR	10	$5,740.80	$4,740.00	$240.00 -	$15,324.00
375.117-010	★ POLICE CHIEF	7	$25,608.79	$20,968.20	$17,680.56 -	$42,432.00
375.263-014	★ POLICE OFFICER	73	$22,386.55	$23,150.40	$7,056.00 -	$28,038.40
161.117-018	★ TREASURER	5	$9,368.76	$3,480.00	$1,800.00 -	$29,304.00

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ANNUAL WAGE RATES FOR CITY GOVERNMENT WORKERS (BY REGION)

(Data Presented in Annual Wage Rates by Region)

REGION 5

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
209.562-010	CITY CLERK	4	$20,375.62	$19,961.64	$17,638.40 -	$23,940.80
188.117-000	■ CITY COUNCIL	24	$1,235.00	$900.00	$180.00 -	$4,200.00
111.109-010	CITY JUDGE	6	$6,367.55	$3,360.00	$300.00 -	$25,305.28
379.362-010	★ DISPATCHER, RADIO	15	$15,570.69	$15,371.20	$13,746.00 -	$17,804.80
188.137-010	■ MAYOR	6	$3,190.00	$3,000.00	$1,200.00 -	$5,400.00

REGION 6

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
379.673-010	ANIMAL CONTROL SPECIALIST	4	$10,779.30	$12,285.00	$1,200.00 -	$17,347.20
188.117-000	■ CITY COUNCIL	8	$1,800.00	$1,800.00	$960.00 -	$1,800.00
111.109-010	CITY JUDGE	6	$11,836.93	$14,244.16	$2,400.00 -	$18,696.00
100.127-014	LIBRARIAN	4	$11,622.65	$10,039.30	$5,200.00 -	$21,212.00
188.137-010	■ MAYOR	5	$3,780.00	$3,000.00	$1,800.00 -	$7,200.00
375.263-014	★ POLICE OFFICER	45	$21,750.54	$22,488.00	$14,592.00 -	$34,416.00

REGION 7

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
188.117-000	■ CITY COUNCIL	12	$1,500.00	$1,500.00	$600.00 -	$2,400.00
161.117-019	★ CITY CLERK/TREASURER	6	$10,648.50	$12,343.50	$1,440.00 -	$15,600.00

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ANNUAL WAGE RATES FOR CITY GOVERNMENT WORKERS (BY REGION)

(Data Presented in Annual Wage Rates by Region)

REGION 8

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
379.673-010	ANIMAL CONTROL SPECIALIST	7	$11,872.91	$17,409.60	$2,100.00	- $20,987.20
110.117-010	■ CITY ATTORNEY	6	$18,448.40	$14,520.00	$1,500.00	- $16,600.00
188.117-001	■ CITY COUNCIL	22	$1,320.00	$600.00	$360.00	- $2,400.00
111.109-010	CITY JUDGE	8	$10,290.87	$4,904.52	$420.00	- $14,592.00
243.362-010	CLERK OF CITY COURT	4	$8,959.24	$6,194.88	$900.00	- $22,547.20
188.137-010	■ MAYOR	6	$3,600.00	$4,200.00	$1,200.00	- $6,000.00
209.567-010	★ METER READERS	6	$15,347.73	$16,421.60	$3,000.00	- $20,987.20
161.117-018	★ TREASURER	5	$19,068.89	$16,682.04	$6,840.00	- $36,795.20

REGION 9

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
110.117-010	■ CITY ATTORNEY	6	$6,162.27	$4,720.80	$1,000.00	- $17,400.00
209.562-010	CITY CLERK	10	$12,354.00	$12,781.60	$3,150.00	- $21,985.60
161.117-019	★ CITY CLERK/TREASURER	4	$15,256.80	$16,536.00	$8,736.00	- $19,219.20
188.117-000	■ CITY COUNCIL	22	$1,805.30	$1,200.00	$600.00	- $3,120.00
111.109-010	CITY JUDGE	8	$3,474.50	$2,790.00	$420.00	- $9,999.96
376.117-010	★ FIRE CHIEF	5	$548.20	$600.00	$100.00	- $1,000.00
188.137-010	■ MAYOR	9	$2,839.80	$1,800.00	$360.00	- $6,000.00
209.567-010	★ METER READERS	6	$4,691.17	$4,587.50	$300.00	- $10,192.00
954.382-014	SEWER/WATER WORKERS	12	$15,947.27	$17,097.60	$2,700.00	- $22,297.60

REGION 10

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range	
110.117-010	■ CITY ATTORNEY	4	$6,550.26	$4,466.52	$1,200.00	- $16,068.00
188.117-000	■ CITY COUNCIL	16	$1,500.00	$1,200.00	$600.00	- $3,000.00
111.109-010	CITY JUDGE	5	$5,633.86	$6,949.32	$1,000.00	- $9,600.00
375.263-014	★ POLICE OFFICER	15	$20,237.37	$21,168.00	$9,906.00	- $25,200.24

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COUNTY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	74	7.64	7.35	6.98 - 8.05	6.30	5.06 - 7.58
(187.137-010)	ACTIVITY COORDINATOR	7	6.80	6.70	6.10 - 7.20	NA	NA NA
(219.362-010)	ADMINISTRATIVE CLERK	6	7.53	7.22	7.04 - 8.23	NA	NA NA
(377.677-010)	BAILIFF	16	4.89	4.25	4.25 - 4.62	5.79	4.00 - 8.33
(214.382-014)	BILLING CLERK	7	7.15	7.91	5.65 - 8.00	NA	NA NA
(210.382-014)	BOOKKEEPER, FULL-CHARGE; GENERAL	41	7.37	7.66	6.45 - 8.14	5.65	4.25 - 7.77
(161.117-010)	BUDGET OFFICER	15	12.42	10.78	9.95 - 15.35	12.57	9.48 - 15.61
(913.463-019)	BUS DRIVER, SENIOR CITIZENS	14	5.83	6.10	5.58 - 6.29	NA	NA NA
(406.684-010)★	CEMETERY WORKER	24	7.27	7.30	5.68 - 8.41	6.28	4.51 - 9.03
(381.687-014)	●CLEANER, COMMERCIAL OR INSTITUTIONAL	43	6.00	5.72	5.14 - 6.49	5.03	4.29 - 7.00
(203.362-010)	CLERK-TYPIST	80	6.67	6.54	6.01 - 7.15	5.23	4.00 - 6.54
(209.562-010)	CLERK, GENERAL	197	6.55	6.61	5.75 - 7.36	4.92	3.80 - 6.22
(077.127-010)	COMMUNITY DIETITIAN	4	10.32	10.59	8.86 - 11.48	NA	NA NA
(213.362-010)	COMPUTER OPERATOR	12	7.74	7.77	6.84 - 8.54	7.20	5.77 - 8.25
(012.167-066)	COMPUTER SYSTEMS ANALYST	10	12.43	12.14	11.65 - 13.41	10.66	9.91 - 12.16
(186.117-014)	CONTROLLER	4	9.41	8.97	8.79 - 10.47	NA	NA NA
(315.361-010)	COOK, MESS	46	5.72	5.07	4.81 - 6.61	5.06	3.80 - 7.46
(075.127-019)	COUNTY NURSE	16	10.45	10.51	9.36 - 11.40	9.25	7.92 - 10.53
(202.362-010)	COURT REPORTER	4	11.46	12.02	10.32 - 12.02	NA	NA NA
(102.017-010)	CURATOR	13	5.08	5.17	4.00 - 5.54	4.61	3.80 - 5.77
(205.367-031)★	DEPUTY CLERK AND RECORDER	6	8.50	8.67	8.17 - 8.67	NA	NA NA
(110.117-011)★	DEPUTY COUNTY ATTORNEY	27	14.96	13.78	12.98 - 17.33	12.99	7.16 - 22.15
(377.263-010)★	DEPUTY SHERIFF	147	10.42	10.00	9.17 - 12.07	8.43	5.00 - 11.18

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COUNTY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(187.117-018)	DIRECTOR, INSTITUTION	6	14.60	14.87	12.92 - 15.76	14.13	12.02 - 15.89
(188.117-082)	DIRECTOR, MEDICAL FACILITIES SECTION	7	15.01	14.39	10.50 - 19.27	13.96	10.00 - 19.71
(195.167-026)	DIRECTOR, RECREATION CENTER	6	8.23	8.26	6.24 - 9.71	6.83	4.00 - 12.00
(379.362-010)	DISPATCHER, RADIO	198	6.60	6.40	5.36 - 7.81	5.56	4.00 - 8.29
(379.673-010)	DOG CATCHER	10	7.71	7.92	5.99 - 9.54	6.77	4.39 - 8.25
(079.374-010)	EMERGENCY MEDICAL TECHNICIAN	41	6.50	6.40	6.00 - 7.00	NA	NA NA
(029.081-010)	ENVIRONMENTAL ANALYST	7	10.72	11.06	10.00 - 12.59	NA	NA NA
(206.362-010)	FILE CLERK	8	5.12	4.68	4.66 - 4.92	NA	NA NA
(355.677-010)	FOOD-SERVICE WORKER, HOSPITAL	4	7.45	7.76	6.05 - 8.52	NA	NA NA
(096.127-022)	FOUR-H CLUB AGENT	4	6.95	7.01	5.55 - 8.27	NA	NA NA
(909.687-010)	●GARBAGE COLLECTOR	20	7.88	7.78	6.23 - 9.34	5.49	4.00 - 7.20
(406.684-014)	●GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	4	8.72	8.63	8.61 - 8.90	NA	NA NA
(406.687-010)	GROUNDSKEEPER, PARKS AND GROUNDS	8	5.81	5.50	4.24 - 7.35	4.37	4.24 - 4.62
(372.167-014)★	GUARD, CHIEF	67	7.52	7.38	6.06 - 8.35	6.22	4.95 - 8.68
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	524	9.56	9.53	8.47 - 10.46	7.69	5.00 - 12.03
(354.377-014)	HOME ATTENDANT	5	7.32	7.36	6.05 - 8.56	NA	NA NA
(096.161-010)	HOME-SERVICE DIRECTOR	7	6.24	5.28	4.75 - 7.77	5.55	4.25 - 7.46
(309.354-010)	HOMEMAKER	6	6.35	6.39	6.17 - 6.54	NA	NA NA
(321.137-010)	HOUSEKEEPER	9	4.80	5.33	3.80 - 5.33	NA	NA NA
(372.367-014)	JAILER	14	6.90	6.78	6.73 - 6.78	NA	NA NA
(382.664-010)	●JANITOR	70	7.06	6.74	5.68 - 8.05	5.93	3.80 - 8.59
(318.687-010)	KITCHEN HELPER	46	4.95	4.75	4.28 - 5.63	NA	NA NA
(500.000-000)	LABORER, GENERAL	11	5.52	5.75	4.70 - 5.75	NA	NA NA

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COUNTY GOVERNMENT WAGE RATES BY OCCUPATION
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(408.687-014)	LABORER, LANDSCAPE	4	5.16	4.92	4.35 - 6.20	NA	NA NA
(361.685-018)	LAUNDRY WORKER II	23	5.27	5.10	4.55 - 6.17	NA	NA NA
(100.127-014)	LIBRARIAN	44	6.82	7.13	4.94 - 7.84	5.89	3.80 - 9.57
(100.367-018)	LIBRARY TECHNICAL ASSISTANT	36	5.82	6.35	5.00 - 6.53	4.67	4.13 - 5.30
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	22	8.41	8.14	7.43 - 8.84	NA	NA NA
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	4	7.59	7.37	7.07 - 8.31	NA	NA NA
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	39	8.24	8.18	7.70 - 8.94	7.51	6.27 - 8.20
(379.667-014)	LIFEGUARD	6	3.97	3.90	3.80 - 4.10	NA	NA NA
(209.587-026)	MAIL CLERK	4	5.79	5.75	5.56 - 6.03	5.50	5.05 - 5.79
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	20	8.40	8.25	7.23 - 9.88	6.34	4.25 - 7.83
(166.167-030)	MANAGER, EMPLOYMENT	4	12.77	11.59	9.63 - 17.09	NA	NA NA
(620.261-022)	●MECHANIC, CONSTRUCTION EQUIPMENT	14	12.51	12.55	12.39 - 12.74	NA	NA NA
(078.381-014)	MEDICAL-LABORATORY TECHNICIAN	4	11.66	11.85	11.02 - 12.10	NA	NA NA
(355.674-014)	NURSE AIDE/ORDERLY	312	5.34	5.20	4.85 - 6.04	4.58	4.10 - 5.20
(075.127-026)	NURSE SUPERVISOR, PUBLIC-HEALTH NURSING	4	11.20	11.42	10.62 - 11.56	NA	NA NA
(075.127-018)	NURSE, HEAD	8	12.35	12.56	11.00 - 13.24	11.78	9.84 - 12.98
(075.374-010)	NURSE, REGISTERED	13	10.14	10.35	9.31 - 10.84	NA	NA NA
(075.127-022)	NURSE, SUPERVISOR	9	12.85	12.06	11.86 - 13.84	11.24	9.00 - 12.45
(859.683-010)	OPERATING ENGINEER	16	8.64	8.80	8.00 - 8.85	NA	NA NA
(215.482-010)	PAYROLL CLERK	20	8.35	8.47	7.45 - 8.97	6.66	4.25 - 8.89
(309.674-014)	PERSONAL ATTENDANT	12	5.46	5.48	5.00 - 5.96	NA	NA NA
(195.167-034)	PROBATION OFFICER	6	6.75	6.00	6.00 - 7.86	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	7	10.45	10.27	9.06 - 13.22	NA	NA NA

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COUNTY GOVERNMENT WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(237.367-038)	RECEPTIONIST	9	5.66	5.49	4.95 - 6.40	4.70	4.10 - 5.33
(195.227-014)	RECREATION LEADER	7	5.47	4.81	4.75 - 6.44	NA	NA NA
(075.374-014)	REGISTERED NURSE, CLINIC	25	10.08	10.34	9.31 - 10.93	9.05	7.00 - 10.41
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	25	11.65	11.50	10.40 - 12.70	NA	NA NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	58	10.96	11.06	10.50 - 11.55	10.57	9.00 - 11.96
(377.263-011)	RESERVE DEPUTIES	8	4.50	4.50	4.50 - 4.50	NA	NA NA
(188.167-078)	ROADS SUPERVISOR	49	11.35	10.97	9.51 - 13.44	10.85	6.98 - 14.46
(529.137-014)	SANITARIAN	25	11.16	10.27	8.72 - 12.86	10.06	7.24 - 22.36
(955.463-010)	SANITARY LANDFILL OPERATOR	7	7.25	7.67	6.55 - 8.18	NA	NA NA
(201.362-030)	SECRETARY	119	6.91	6.96	6.10 - 7.66	5.28	3.75 - 8.45
(381.687-015)	SENIOR CENTER WORKERS	31	5.35	5.00	4.51 - 6.07	NA	NA NA
(408.684-014)	SPRAYER, HAND	33	6.15	6.00	5.12 - 6.62	5.25	4.25 - 6.39
(216.382-062)	STATISTICAL CLERK	4	9.31	9.46	7.52 - 10.94	NA	NA NA
(202.362-014)	STENOGRAPHER	8	7.32	6.92	6.22 - 7.42	NA	NA NA
(187.117-054)	SUPERINTENDENT, RECREATION	9	8.74	7.67	6.15 - 12.26	7.60	5.05 - 12.00
(184.167-226)	SUPERINTENDENT, TRANSPORTATION	14	8.10	8.37	6.97 - 9.19	6.80	4.95 - 9.93
(188.137-010)	SUPERVISOR	28	8.00	7.88	7.88 - 8.35	NA	NA NA
(214.382-015)	TAX CLERK	4	8.28	8.05	7.82 - 8.97	NA	NA NA
(235.662-022)	TELEPHONE OPERATOR	10	5.77	6.09	4.78 - 6.52	5.08	3.80 - 6.85
(905.663-014)	●TRUCK DRIVER, HEAVY	47	9.56	8.85	8.75 - 11.66	8.54	6.75 - 11.66
(199.167-014)	URBAN PLANNER	18	11.99	12.42	10.06 - 13.96	9.54	5.00 - 11.51
(408.684-015)	WEED CONTROL SUPERVISOR	16	8.51	8.94	7.50 - 9.38	8.37	6.00 - 10.42

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COUNTY GOVERNMENT REGION 1 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	40	7.58	7.18	7.18 - 8.02	NA	NA NA
(161.117-010)	BUDGET OFFICER	9	11.50	9.95	9.95 - 11.10	NA	NA NA
(913.463-019)	BUS DRIVER, SENIOR CITIZENS	6	6.26	6.25	6.17 - 6.33	NA	NA NA
(381.687-014)	●CLEANER, COMMERCIAL OR INSTITUTIONAL	4	5.85	5.76	5.15 - 6.61	NA	NA NA
(203.362-010)	CLERK-TYPIST	9	6.31	6.25	5.69 - 7.00	NA	NA NA
(209.562-010)	CLERK, GENERAL	4	6.10	6.00	5.55 - 6.75	NA	NA NA
(315.361-010)	COOK, MESS	5	8.23	7.52	7.02 - 9.78	NA	NA NA
(377.263-010)★	DEPUTY SHERIFF	21	11.75	12.20	10.73 - 12.31	NA	NA NA
(379.362-010)	DISPATCHER, RADIO	17	8.34	8.38	6.81 - 9.96	NA	NA NA
(379.673-010)	DOG CATCHER	5	6.72	6.53	4.39 - 9.15	NA	NA NA
(029.081-010)	ENVIRONMENTAL ANALYST	5	11.60	11.42	10.71 - 12.59	NA	NA NA
(355.677-010)	FOOD-SERVICE WORKER, HOSPITAL	4	7.45	7.76	6.05 - 8.52	NA	NA NA
(372.167-014)★	GUARD, CHIEF	15	10.04	9.26	8.68 - 11.88	NA	NA NA
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	51	10.97	12.33	9.15 - 12.39	NA	NA NA
(354.377-014)	HOME ATTENDANT	4	7.88	7.54	7.09 - 8.98	NA	NA NA
(309.354-010)	HOMEMAKER	6	6.35	6.39	6.17 - 6.54	NA	NA NA
(500.000-000)	LABORER, GENERAL	11	5.52	5.75	4.70 - 5.75	NA	NA NA
(100.127-014)	LIBRARIAN	11	9.12	7.52	7.52 - 10.93	NA	NA NA
(100.367-018)	LIBRARY TECHNICAL ASSISTANT	15	6.23	6.53	6.24 - 6.53	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	8	8.74	8.40	7.44 - 9.65	NA	NA NA
(620.261-022)	●MECHANIC, CONSTRUCTION EQUIPMENT	13	12.49	12.55	12.23 - 12.77	NA	NA NA
(075.127-026)	NURSE SUPERVISOR, PUBLIC-HEALTH NURSING	4	11.20	11.42	10.62 - 11.56	NA	NA NA
(195.167-034)	PROBATION OFFICER	5	6.30	6.00	6.00 - 6.75	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

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COUNTY GOVERNMENT REGION 1 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	7	10.45	10.27	9.06 - 13.22	NA	NA NA
(188.167-078)	ROADS SUPERVISOR	5	15.22	15.21	14.09 - 16.35	NA	NA NA
(201.362-030)	SECRETARY	15	6.41	6.25	6.00 - 6.63	NA	NA NA
(188.137-010)	SUPERVISOR	28	8.00	7.88	7.88 - 8.35	NA	NA NA
(905.663-014)	●TRUCK DRIVER, HEAVY	12	11.72	11.70	11.66 - 11.76	NA	NA NA
(199.167-014)	URBAN PLANNER	4	12.83	12.75	10.32 - 15.41	NA	NA NA

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on pages 5 and 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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COUNTY GOVERNMENT REGION 2 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(210.382-014)	BOOKKEEPER, FULL-CHARGE; GENERAL	4	6.04	5.50	4.72 - 7.89	NA	NA NA
(381.687-014)	●CLEANER, COMMERCIAL OR INSTITUTIONAL	4	6.66	6.68	5.37 - 7.92	NA	NA NA
(209.562-010)	CLERK, GENERAL	32	5.50	4.98	4.78 - 6.19	4.22	3.80 - 4.62
(012.167-066)	COMPUTER SYSTEMS ANALYST	4	12.56	12.64	11.59 - 13.43	NA	NA NA
(110.117-011)★	DEPUTY COUNTY ATTORNEY	13	16.48	14.95	13.24 - 20.75	NA	NA NA
(379.362-010)	DISPATCHER, RADIO	32	7.56	8.51	5.19 - 8.72	5.39	4.25 - 7.29
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	64	11.40	12.21	9.96 - 12.21	NA	NA NA
(382.664-010)	●JANITOR	8	6.53	5.76	4.98 - 8.17	5.22	3.80 - 7.24
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	4	9.12	9.17	7.58 - 10.59	NA	NA NA
(075.374-014)	REGISTERED NURSE, CLINIC	8	9.50	9.28	9.21 - 9.56	NA	NA NA
(201.362-030)	SECRETARY	4	5.37	6.52	1.52 - 8.05	NA	NA NA

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■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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COUNTY GOVERNMENT REGION 3 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(210.382-014)	BOOKKEEPER, FULL-CHARGE; GENERAL	4	7.00	6.82	6.01 - 8.15	NA	NA NA
(203.362-010)	CLERK-TYPIST	11	6.96	7.15	7.08 - 7.15	NA	NA NA
(315.361-010)	COOK, MESS	11	5.14	4.81	4.81 - 4.96	NA	NA NA
(377.263-010)★	DEPUTY SHERIFF	6	9.59	9.35	9.00 - 10.12	NA	NA NA
(379.362-010)	DISPATCHER, RADIO	16	6.60	6.98	4.91 - 7.82	5.48	4.30 - 7.82
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	30	9.42	8.97	8.40 - 10.31	NA	NA NA
(321.137-010)	HOUSEKEEPER	5	4.37	3.80	3.80 - 5.23	NA	NA NA
(382.664-010)	●JANITOR	7	7.01	6.95	5.58 - 7.84	NA	NA NA
(318.687-010)	KITCHEN HELPER	13	4.00	3.80	3.80 - 4.14	NA	NA NA
(361.685-018)	LAUNDRY WORKER II	8	4.46	4.01	3.80 - 5.27	NA	NA NA
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	7	7.57	7.43	7.14 - 7.58	NA	NA NA
(355.674-014)	NURSE AIDE/ORDERLY	37	5.52	5.25	5.00 - 5.88	NA	NA NA
(195.227-014)	RECREATION LEADER	6	5.14	4.78	4.68 - 5.78	NA	NA NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	9	11.46	11.50	11.10 - 11.90	NA	NA NA
(188.167-078)	ROADS SUPERVISOR	5	10.30	8.91	8.91 - 12.39	NA	NA NA

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COUNTY GOVERNMENT REGION 4 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

O.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(214.382-014)	BILLING CLERK	4	6.79	6.82	5.54 - 8.00	NA	NA
(210.382-014)	BOOKKEEPER, FULL-CHARGE; GENERAL	5	7.44	7.70	6.76 - 7.97	NA	NA
(381.687-014)	●CLEANER, COMMERCIAL OR INSTITUTIONAL	14	5.69	5.83	4.95 - 6.25	NA	NA
(203.362-010)	CLERK-TYPIST	17	7.02	6.56	6.04 - 7.79	4.80	4.25 - 5.00
(209.562-010)	CLERK, GENERAL	58	6.81	6.79	6.16 - 7.91	4.80	4.00 - 6.00
(315.361-010)	COOK, MESS	17	5.23	5.05	4.66 - 5.74	NA	NA
(075.127-019)	COUNTY NURSE	6	10.58	10.23	7.00 - 14.43	NA	NA
(102.017-010)	CURATOR	4	5.85	5.30	5.30 - 6.93	NA	NA
(379.362-010)	DISPATCHER, RADIO	35	6.57	6.29	5.96 - 7.18	5.19	4.00 - 5.96
(079.374-010)	■ EMERGENCY MEDICAL TECHNICIAN	41	6.50	6.40	6.00 - 7.00	NA	NA
(206.362-010)	FILE CLERK	4	4.66	4.66	4.66 - 4.66	NA	NA
(909.687-010)	●GARBAGE COLLECTOR	6	7.94	9.34	5.50 - 9.41	NA	NA
(372.167-014)	★ GUARD, CHIEF	14	6.80	6.60	5.50 - 7.66	NA	NA
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	116	8.96	9.08	8.91 - 9.41	7.36	5.00 - 8.76
(382.664-010)	●JANITOR	18	7.22	7.18	5.24 - 8.69	6.07	3.85 - 7.36
(318.687-010)	KITCHEN HELPER	16	5.53	5.37	4.75 - 6.26	NA	NA
(408.687-014)	LABORER, LANDSCAPE	4	5.16	4.92	4.35 - 6.20	NA	NA
(361.685-018)	LAUNDRY WORKER II	11	5.85	6.17	5.10 - 6.29	NA	NA
(100.127-014)	LIBRARIAN	9	6.90	6.10	5.61 - 8.39	NA	NA
(100.367-018)	LIBRARY TECHNICAL ASSISTANT	11	5.81	5.31	5.30 - 7.09	NA	NA
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	15	8.80	8.20	7.97 - 10.25	NA	NA
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	10	8.04	7.95	7.18 - 8.85	7.58	7.00 - 8.00
(078.381-014)	MEDICAL-LABORATORY TECHNICIAN	4	11.66	11.85	11.02 - 12.10	NA	NA

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COUNTY GOVERNMENT REGION 4 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(355.674-014)	NURSE AIDE/ORDERLY	108	5.38	5.20	4.75 - 6.20	NA	NA NA
(075.127-022)	NURSE, SUPERVISOR	4	12.97	12.03	10.16 - 16.71	NA	NA NA
(215.482-010)	PAYROLL CLERK	6	7.81	8.20	6.67 - 8.82	5.85	4.25 - 8.30
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	24	11.78	11.52	10.40 - 12.72	NA	NA NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	9	10.46	10.92	9.00 - 11.31	NA	NA NA
(188.167-078)	ROADS SUPERVISOR	9	10.71	10.33	10.15 - 11.31	8.91	7.69 - 10.11
(529.137-014)	SANITARIAN	6	11.36	11.86	9.17 - 13.26	NA	NA NA
(201.362-030)	SECRETARY	20	7.34	7.47	7.11 - 8.40	NA	NA NA
(381.687-015)	SENIOR CENTER WORKERS	26	5.29	4.92	4.47 - 6.07	NA	NA NA
(408.684-014)	SPRAYER, HAND	19	6.10	5.65	5.00 - 6.62	4.70	4.25 - 5.00
(184.167-226)	SUPERINTENDENT, TRANSPORTATION	4	8.60	8.76	7.56 - 9.48	NA	NA NA
(408.684-015)	WEED CONTROL SUPERVISOR	5	8.17	8.70	7.09 - 8.98	NA	NA NA

COUNTY GOVERNMENT REGION 5 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	10	7.13	7.44	6.30 - 7.57	NA	NA NA
(219.362-010)	ADMINISTRATIVE CLERK	6	7.53	7.22	7.04 - 8.23	NA	NA NA
(406.684-010)★	CEMETERY WORKER	4	6.53	5.68	5.02 - 8.87	NA	NA NA
(381.687-014)	●CLEANER, COMMERCIAL OR INSTITUTIONAL	7	5.44	5.19	5.14 - 5.95	NA	NA NA
(209.562-010)	CLERK, GENERAL	23	6.60	6.61	6.00 - 7.22	NA	NA NA
(379.362-010)	DISPATCHER, RADIO	13	6.19	6.36	5.35 - 6.67	NA	NA NA
(909.687-010)	●GARBAGE COLLECTOR	5	7.29	7.24	5.65 - 8.95	NA	NA NA
(372.167-014)★	GUARD, CHIEF	11	7.30	7.38	7.38 - 7.38	NA	NA NA
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	34	10.90	11.73	9.23 - 12.03	NA	NA NA
(382.664-010)	●JANITOR	9	7.01	6.69	5.94 - 8.09	NA	NA NA
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	8	7.75	7.77	7.52 - 7.96	NA	NA NA
(355.674-014)	NURSE AIDE/ORDERLY	36	4.93	5.00	4.61 - 5.05	NA	NA NA
(309.674-014)	PERSONAL ATTENDANT	4	5.12	5.33	4.43 - 5.60	NA	NA NA
(075.374-014)	REGISTERED NURSE, CLINIC	8	10.94	10.83	10.83 - 11.21	NA	NA NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	6	12.17	12.15	12.00 - 12.32	NA	NA NA
(377.263-011)	RESERVE DEPUTIES	8	4.50	4.50	4.50 - 4.50	NA	NA NA
(188.167-078)	ROADS SUPERVISOR	4	12.85	13.46	10.04 - 15.04	NA	NA NA
(529.137-014)	SANITARIAN	4	11.89	10.98	10.26 - 14.43	NA	NA NA
(201.362-030)	SECRETARY	9	6.55	6.79	5.50 - 7.65	NA	NA NA

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■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on pages 5 and 6.

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COUNTY GOVERNMENT REGION 6 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	4	7.73	7.80	6.69 - 8.68	NA	NA NA
(203.362-010)	CLERK-TYPIST	13	6.88	6.54	6.29 - 7.72	NA	NA NA
(209.562-010)	CLERK, GENERAL	10	7.39	7.38	6.85 - 7.76	NA	NA NA
(075.127-019)	COUNTY NURSE	4	10.89	10.64	10.53 - 11.48	NA	NA NA
(110.117-011)★	DEPUTY COUNTY ATTORNEY	5	13.13	12.66	10.94 - 15.55	NA	NA NA
(379.362-010)	DISPATCHER, RADIO	12	6.06	5.77	4.64 - 7.90	NA	NA NA
(372.167-014)★	GUARD, CHIEF	14	6.73	6.27	6.06 - 7.26	NA	NA NA
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	27	10.19	10.55	10.39 - 10.78	NA	NA NA
(321.137-010)	HOUSEKEEPER	4	5.33	5.33	5.33 - 5.33	NA	NA NA
(318.687-010)	KITCHEN HELPER	7	5.88	6.04	5.43 - 6.04	NA	NA NA
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	6	7.90	8.18	7.76 - 8.18	NA	NA NA
(355.674-014)	NURSE AIDE/ORDERLY	56	5.86	6.04	5.00 - 6.04	NA	NA NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	16	10.15	10.08	9.60 - 10.50	NA	NA NA
(201.362-030)	SECRETARY	12	8.05	7.68	6.92 - 9.39	NA	NA NA
(199.167-014)	URBAN PLANNER	4	11.70	11.96	9.16 - 13.96	NA	NA NA

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COUNTY GOVERNMENT REGION 7 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(210.382-014)	BOOKKEEPER, FULL-CHARGE; GENERAL	6	6.30	6.17	5.95 - 6.84	NA	NA NA
(209.562-010)	CLERK, GENERAL	7	6.23	5.97	5.50 - 6.35	NA	NA NA
(377.263-010)★	DEPUTY SHERIFF	12	8.49	8.60	8.17 - 8.83	NA	NA NA
(379.362-010)	DISPATCHER, RADIO	15	4.69	4.13	4.13 - 5.48	NA	NA NA
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	38	7.29	7.54	6.50 - 7.90	NA	NA NA
(382.664-010)	●JANITOR	4	6.89	6.47	6.08 - 8.09	NA	NA NA
(188.167-078)	ROADS SUPERVISOR	4	9.91	9.72	7.32 - 12.67	NA	NA NA

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COUNTY GOVERNMENT REGION 8 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	5	9.29	9.05	7.90 - 10.81	NA	NA
(377.677-010)	BAILIFF	12	4.53	4.25	4.25 - 4.25	NA	NA
(210.382-014)	BOOKKEEPER, FULL-CHARGE; GENERAL	4	8.26	8.05	6.80 - 9.90	NA	NA
(381.687-014)	●CLEANER, COMMERCIAL OR INSTITUTIONAL	4	6.12	6.31	4.50 - 7.55	NA	NA
(203.362-010)	CLERK-TYPIST	4	6.30	6.22	6.10 - 6.58	NA	NA
(209.562-010)	CLERK, GENERAL	22	6.15	6.33	5.03 - 7.13	NA	NA
(377.263-010)★	DEPUTY SHERIFF	53	11.38	10.33	10.33 - 13.23	8.36	5.00 - 11.18
(379.362-010)	DISPATCHER, RADIO	16	6.55	6.34	6.11 - 7.17	5.77	5.00 - 6.19
(909.687-010)	●GARBAGE COLLECTOR	5	8.68	8.32	6.66 - 10.89	NA	NA
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	37	8.03	7.99	7.99 - 8.47	6.13	5.50 - 7.38
(382.664-010)	●JANITOR	7	6.99	6.72	5.97 - 7.98	NA	NA
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	5	8.56	8.82	7.63 - 9.36	NA	NA
(355.674-014)	NURSE AIDE/ORDERLY	25	5.51	5.36	5.20 - 5.69	NA	NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	5	11.06	11.06	11.06 - 11.06	NA	NA
(201.362-030)	SECRETARY	18	6.76	6.54	6.28 - 7.54	5.91	5.50 - 6.38
(184.167-226)	SUPERINTENDENT, TRANSPORTATION	6	7.94	7.82	6.40 - 9.45	NA	NA
(905.663-014)	●TRUCK DRIVER, HEAVY	20	8.92	8.73	8.10 - 9.96	NA	NA
(199.167-014)	URBAN PLANNER	6	13.01	12.55	11.15 - 15.55	NA	NA

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COUNTY GOVERNMENT REGION 9 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(210.382-014)	BOOKKEEPER, FULL-CHARGE; GENERAL	12	7.78	7.91	7.66 - 8.14	5.56	5.06 - 6.22
(913.463-019)	BUS DRIVER, SENIOR CITIZENS	5	5.31	4.87	4.37 - 6.46	NA	NA NA
(203.362-010)	CLERK-TYPIST	7	6.39	5.85	5.40 - 7.66	NA	NA NA
(209.562-010)	CLERK, GENERAL	30	7.18	7.36	6.05 - 8.14	5.56	5.06 - 6.22
(075.127-019)	COUNTY NURSE	5	10.11	10.50	9.03 - 10.99	NA	NA NA
(102.017-010)	CURATOR	6	4.44	4.00	3.95 - 4.96	NA	NA NA
(205.367-031)★	DEPUTY CLERK AND RECORDER	4	8.67	8.67	8.67 - 8.67	NA	NA NA
(110.117-011)★	DEPUTY COUNTY ATTORNEY	4	12.31	12.44	8.31 - 16.17	12.05	7.16 - 17.20
(377.263-010)★	DEPUTY SHERIFF	40	9.35	9.27	8.95 - 9.48	8.38	7.18 - 9.53
(379.362-010)	DISPATCHER, RADIO	26	6.14	5.98	5.39 - 7.18	5.22	4.67 - 5.57
(909.687-010)	●GARBAGE COLLECTOR	4	7.50	7.06	6.04 - 9.39	NA	NA NA
(406.684-014)	●GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	4	8.72	8.63	8.61 - 8.90	NA	NA NA
(372.167-014)★	GUARD, CHIEF	5	5.85	5.99	5.52 - 6.12	NA	NA NA
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	99	9.51	9.74	9.59 - 9.88	8.55	7.36 - 9.94
(382.664-010)	●JANITOR	9	7.73	8.00	6.36 - 9.04	NA	NA NA
(100.127-014)	LIBRARIAN	11	5.23	4.00	3.80 - 6.35	NA	NA NA
(100.367-018)	LIBRARY TECHNICAL ASSISTANT	6	5.28	5.57	4.03 - 6.47	NA	NA NA
(309.674-014)	PERSONAL ATTENDANT	8	5.63	5.64	5.00 - 6.05	NA	NA NA
(188.167-078)	ROADS SUPERVISOR	9	10.02	10.50	8.54 - 11.30	NA	NA NA
(529.137-014)	SANITARIAN	4	9.31	9.23	8.59 - 10.09	NA	NA NA
(955.463-010)	SANITARY LANDFILL OPERATOR	4	6.95	7.56	5.18 - 8.10	NA	NA NA
(201.362-030)	SECRETARY	24	7.09	7.10	6.23 - 7.87	5.24	4.11 - 6.22
(408.684-014)	SPRAYER, HAND	8	5.53	5.37	5.00 - 6.00	NA	NA NA

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COUNTY GOVERNMENT REGION 10 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(216.482-010)	ACCOUNTING CLERK	6	7.32	7.65	6.55 - 8.05	NA	NA
(187.137-010)	ACTIVITY COORDINATOR	5	6.88	6.70	6.25 - 7.60	NA	NA
(406.684-010)★	CEMETERY WORKER	13	7.30	7.30	5.75 - 8.35	5.55	4.90 - 6.00
(381.687-014)	●CLEANER, COMMERCIAL OR INSTITUTIONAL	8	6.73	5.68	5.21 - 8.34	4.60	4.30 - 5.00
(203.362-010)	CLERK-TYPIST	15	6.17	6.00	5.84 - 6.55	5.35	5.00 - 5.65
(209.562-010)	CLERK, GENERAL	11	6.86	6.69	6.04 - 8.50	4.70	3.80 - 5.90
(315.361-010)	COOK, MESS	9	5.58	5.27	5.00 - 6.35	NA	NA
(377.263-010)★	DEPUTY SHERIFF	15	9.86	9.97	9.52 - 10.36	8.58	7.90 - 9.52
(379.362-010)	DISPATCHER, RADIO	16	6.21	6.65	4.14 - 7.87	5.96	4.14 - 7.65
(372.167-014)★	GUARD, CHIEF	8	6.78	7.65	5.24 - 7.65	5.88	5.00 - 7.65
(899.684-014)	●HIGHWAY-MAINTENANCE WORKER	28	8.56	9.07	7.07 - 9.82	6.57	5.65 - 8.47
(096.161-010)	HOME-SERVICE DIRECTOR	4	5.07	4.99	4.50 - 5.70	NA	NA
(372.367-014)	JAILER	9	6.78	6.78	6.78 - 6.78	NA	NA
(382.664-010)	●JANITOR	4	6.59	5.30	4.52 - 9.95	5.48	4.10 - 8.51
(318.687-010)	KITCHEN HELPER	10	4.60	4.47	4.36 - 4.86	NA	NA
(361.685-018)	LAUNDRY WORKER II	4	5.31	4.99	4.64 - 6.30	NA	NA
(100.127-014)	LIBRARIAN	9	6.61	7.65	4.97 - 8.16	NA	NA
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	10	8.87	8.94	8.52 - 9.20	NA	NA
(379.667-014)	LIFEGUARD	6	3.97	3.90	3.80 - 4.10	NA	NA
(355.674-014)	NURSE AIDE/ORDERLY	48	4.67	4.34	4.34 - 5.10	NA	NA
(075.374-010)	NURSE, REGISTERED	10	10.15	10.41	9.31 - 10.74	NA	NA
(859.683-010)	OPERATING ENGINEER	16	8.64	8.80	8.00 - 8.85	NA	NA
(237.367-038)	RECEPTIONIST	4	5.79	5.99	4.63 - 6.74	NA	NA

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COUNTY GOVERNMENT REGIDN 10 WAGE RATES BY OCCUPATION
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(075.374-014)	REGISTERED NURSE, CLINIC	5	9.61	9.46	9.37 - 9.92	NA	NA NA
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	13	11.37	10.95	10.65 - 11.70	NA	NA NA
(188.167-078)	ROADS SUPERVISOR	6	10.54	10.47	9.72 - 11.51	9.49	8.00 - 11.40
(201.362-030)	SECRETARY	13	6.55	6.25	5.65 - 7.69	4.98	3.80 - 6.03
(381.687-015)	SENIOR CENTER WORKERS	5	5.63	5.50	4.49 - 6.83	NA	NA NA
(408.684-014)	SPRAYER, HAND	6	7.16	6.78	6.57 - 8.04	NA	NA NA
(214.382-015)	TAX CLERK	4	8.28	8.05	7.82 - 8.97	NA	NA NA
(905.663-014)	●TRUCK DRIVER, HEAVY	14	8.81	8.85	8.75 - 8.85	NA	NA NA

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ANNUAL WAGE RATES FOR COUNTY GOVERNMENT WORKERS (STATEWIDE)
(Statewide Data Presented in Annual Wage Rates)

D.O.T. Code		Job Title	Number of Employees	Weighted Average	Median	Range
186.167-010		ASSESSOR/ASSESSOR PERSONNEL	16	$16,719.36	$18,320.54	$5,160.00 - $21,628.20
160.167-030		AUDITOR	4	$21,910.56	$22,025.12	$18,216.00 - $25,376.00
406.684-010	★	CEMETARY WORKER	4	$5,999.60	$3,360.00	$1,200.00 - $16,078.40
205.367-030		CLERK & RECORDER	45.5	$18,563.24	$18,905.76	$7,656.00 - $33,612.80
243.362-010		CLERK OF COURT	64.5	$17,216.20	$17,409.60	$7,144.92 - $25,376.00
168.161-010		CORONER	29	$5,579.40	$2,196.00	$300.00 - $28,800.00
110.117-010		COUNTY ATTORNEY	56	$32,701.71	$28,260.00	$10,080.00 - $47,592.00
188.117-001	■	COUNTY COMMISSIONER	87	$21,151.20	$21,612.00	$2,448.00 - $34,174.40
099.117-022		COUNTY SUPERINTENDENT OF SCHOOLS	42	$18,508.04	$19,557.72	$888.00 - $34,174.40
161.117-018		COUNTY TREASURER	19	$18,789.25	$18,999.24	$13,520.00 - $25,376.00
188.167-011		DEPUTY ASSESSOR	5	$14,289.60	$4,934.80	$4,934.80 - $17,919.24
205.367-031	★	DEPUTY CLERK & RECORDER	4	$17,284.26	$17,462.76	$16,292.28 - $17,919.24
243.632-011		DEPUTY CLERK OF COURT	4	$16,391.19	$16,649.28	$14,346.96 - $17,919.24
110.107-011	★	DEPUTY COUNTY ATTORNEY	24	$29,332.86	$28,440.00	$9,949.80 - $47,590.40
377.263-010	★	DEPUTY SHERIFF	134	$21,017.57	$20,675.20	$10,936.56 - $28,953.60
161.117-019		DEPUTY TREASURER	4	$15,980.38	$16,095.54	$13,811.20 - $17,919.24
188.117-022		DES COORDINATOR	39	$8,799.42	$6,086.16	$260.00 - $33,446.40
187.117-054		FAIRGROUNDS MANAGER	5	$7,871.21	$5,460.00	$4,848.00 - $14,892.00
372.167-014	★	GUARD, CHIEF	9	$14,590.29	$14,948.16	$11,947.08 - $17,436.96
111.107-014		JUSTICE OF PEACE	23	$13,886.19	$10,814.04	$6,616.68 - $37,044.80
377.117-010		SHERIFF	52	$22,816.84	$22,067.48	$11,304.00 - $37,044.80
018.167-018		SURVEYOR	4	$24,676.07	$26,602.16	$13,000.00 - $32,499.96

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ANNUAL WAGE RATES FOR COUNTY GOVERNMENT WORKERS (BY REGION)
(Data Presented in Annual Rates by Region)

REGION 1

D.O.T. Code		Job Title	Number of Employees	Weighted Average	Median	Range	
110.107-010		COUNTY ATTORNEY	4	$47,238.00	$47,346.00	$46,668.00 -	$47,592.00

REGION 2

D.O.T. Code		Job Title	Number of Employees	Weighted Average	Median	Range	
205.367-030		CLERK & RECORDER	4	$22,001.05	$19,250.10	$15,891.20 -	$33,612.80
188.117-001	■	COUNTY COMMISSIONER	7	$24,525.88	$23,628.12	$10,753.60 -	$30,014.40
377.263-010	★	DEPUTY SHERIFF	20	$18,863.03	$18,449.60	$16,041.24 -	$22,464.00
188.117-022		DES COORDINATOR	4	$10,499.35	$3,500.00	$1,551.00 -	$33,446.40

REGION 3

D.O.T. Code		Job Title	Number of Employees	Weighted Average	Median	Range	
205.367-030		CLERK & RECORDER	5	$18,336.42	$18,865.60	$16,972.80 -	$19,554.00
243.362-010		CLERK OF COURT	4	$18,677.32	$19,091.24	$16,972.80 -	$19,554.00
110.117-010		COUNTY ATTORNEY	6	$31,204.00	$23,796.00	$22,932.00 -	$47,580.00
099.117-022		COUNTY SUPERINTENDENT OF SCHOOLS	4	$13,317.12	$15,974.40	$966.12 -	$20,353.56
377.263-010	★	DEPUTY SHERIFF	15	$19,878.65	$18,920.64	$17,721.60 -	$23,670.40

REGION 4

D.O.T. Code		Job Title	Number of Employees	Weighted Average	Median	Range	
205.367-030		CLERK & RECORDER	6	$19,401.41	$19,256.88	$18,649.08 -	$20,238.40
243.362-010		CLERK OF COURT	8	$19,105.66	$18,878.88	$18,216.00 -	$20,238.40
168.161-010		CORONER	6	$6,785.62	$2,722.44	$1,968.00 -	$26,520.00
110.117-010		COUNTY ATTORNEY	9	$33,901.33	$28,440.00	$22,752.00 -	$47,580.00
188.117-001	■	COUNTY COMMISSIONER	18	$21,439.17	$21,882.00	$20,649.12 -	$22,256.00
099.117-022		COUNTY SUPERINTENDENT OF SCHOOLS	8	$19,729.26	$19,758.00	$18,612.00 -	$20,550.40
110.107-010	★	DEPUTY COUNTY ATTORNEY	4	$25,197.88	$25,307.76	$21,736.00 -	$28,440.00
377.263-010	★	DEPUTY SHERIFF	36	$20,863.53	$19,452.00	$10,936.56 -	$28,662.40
188.117-022		DES COORDINATOR	7	$4,898.67	$5,148.00	$636.00 -	$8,736.00
111.107-014		JUSTICE OF PEACE	6	$14,476.33	$15,643.56	$7,656.00 -	$21,744.00
377.177-010		SHERIFF	7	$23,511.95	$23,364.00	$20,208.00 -	$27,310.40

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ANNUAL WAGE RATES FOR COUNTY GOVERNMENT WORKERS (BY REGION)
(Data Presented in Annual Rates by Region)

REGION 5

D.O.T. Code		Job Title	Number of Employees	Weighted Average	Median	Range	
243.362-010		CLERK OF COURT	4	$16,974.20	$16,850.56	$14,414.40 -	$19,781.28
168.161-010		CORONER	4	$15,757.59	$16,215.18	$1,800.00 -	$28,800.00
110.117-010		COUNTY ATTORNEY	4	$35,205.00	$35,172.00	$22,896.00 -	$47,580.00
188.117-001	■	COUNTY COMMISSIONER	12	$17,834.30	$17,529.96	$9,360.00 -	$26,917.28
099.117-022		COUNTY SUPERINTENDENT OF SCHOOLS	4	$20,784.15	$22,747.42	$12,324.00 -	$25,317.76
110.107-010	★	DEPUTY COUNTY ATTORNEY	4	$30,082.00	$30,440.80	$23,150.40 -	$36,296.00
377.263-010	★	DEPUTY SHERIFF	35	$21,122.14	$21,444.24	$16,203.20 -	$25,563.20
377.117-010		SHERIFF	4	$22,332.11	$22,196.58	$18,018.00 -	$26,917.28

REGION 6

D.O.T. Code		Job Title	Number of Employees	Weigbted Average	Median	Range	
377.263-010	★	DEPUTY SHERIFF	26	$22,916.01	$23,086.14	$18,678.40 -	$28,953.60

REGION 7

D.O.T. Code		Job Title	Number of Employees	Weigbted Average	Median	Range	
205.367-030		CLERK & RECORDER	8	$14,551.73	$15,472.40	$7,656.00 -	$17,028.00
243.362-010		CLERK OF COURT	7	$13,106.76	$15,308.80	$7,144.92 -	$17,028.00
110.107-010		COUNTY ATTORNEY	6	$21,612.00	$23,316.00	$10,080.00 -	$27,708.00
099.117-022		COUNTY SUPERINTENDENT OF SCHOOLS	4	$11,311.36	$12,673.12	$888.00 -	$19,011.20
188.117-022		DES COORDINATOR	4	$5,658.50	$6,000.00	$260.00 -	$10,374.00
377.117-010		SHERIFF	5	$18,109.79	$19,864.00	$11,304.00 -	$20,934.96

REGION 8

D.O.T. Code		Job Title	Number of Employees	Weighted Average	Median	Range	
243.362-010		CLERK OF COURT	20	$15,735.97	$14,830.40	$13,936.00 -	$21,860.80
110.117-010		COUNTY ATTORNEY	6	$40,318.00	$47,430.00	$23,328.00 -	$47,592.00
188.117-001	■	COUNTY COMMISSIONER	12	$25,319.07	$22,883.96	$21,333.96 -	$34,174.40
099.117-022		COUNTY SUPERINTENDENT OF SCHOOLS	5	$21,649.73	$19,734.00	$15,818.64 -	$22,256.00
110.107-010	★	DEPUTY COUNTY ATTORNEY	4	$25,786.35	$26,436.80	$23,865.00 -	$26,436.80
188.117-022		DES COORDINATOR	4	$8,090.43	$8,373.66	$1,200.00 -	$14,414.40
377.177-010		SHERIFF	5	$25,065.50	$23,253.96	$19,260.80 -	$37,044.80

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ANNUAL WAGE RATES FOR COUNTY GOVERNMENT WORKERS (BY REGION)
(Data Presented in Annual Rates by Region)

REGION 9

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range
205.367-030	CLERK & RECORDER	6	$18,906.80	$19,153.68	$16,699.51 - $20,031.00
243.362-010	CLERK OF COURT	6	$18,995.55	$19,153.68	$17,232.00 - $20,031.00
168.161-010	CORONER	5	$1,615.68	$1,240.80	$300.00 - $3,906.72
188.117-001	■ COUNTY COMMISSIONER	18	$18,199.36	$21,155.70	$2,448.00 - $22,031.04
099.117-022	COUNTY SUPERINTENDENT OF SCHOOLS	6	$19,307.33	$19,557.72	$17,099.51 - $20,430.96
110.117-010	COUNTY ATTORNEY	8	$28,866.00	$28,218.00	$22,752.00 - $47,436.00
188.117-022	DES COORDINATOR	5	$12,608.51	$11,964.96	$1,620.00 - $19,911.72
372.167-014	JAIL GUARD	9	$14,589.29	$14,948.16	$11,947.08 - $17,436.96
111.107-014	JUSTICE OF PEACE	4	$10,920.88	$7,176.00	$6,786.00 - $11,624.64
377.117-010	SHERIFF	6	$22,551.41	$22,228.24	$21,911.76 - $23,493.84
161.117-018	TREASURER	5	$18,242.17	$19,140.00	$16,292.28 - $19,911.72

REGION 10

D.O.T. Code	Job Title	Number of Employees	Weighted Average	Median	Range
205.367-030	CLERK & RECORDER	5	$18,880.95	$19,646.04	$15,430.92 - $20,474.28
243.362-010	CLERK OF COURT	8	$18,583.19	$18,958.76	$16,265.60 - $20,474.28
168.161-010	CORONER	5	$1,757.22	$1,380.84	$734.51 - $3,438.00
188.117-001	■ COUNTY COMMISSIONER	12	$20,812.00	$21,060.12	$19,142.16 - $21,985.60
099.117-022	COUNTY SUPERINTENDENT OF SCHOOLS	5	$18,487.05	$20,046.00	$11,588.88 - $20,874.24
110.117-010	COUNTY ATTORNEY	7	$24,795.43	$23,796.00	$22,620.00 - $28,548.00
188.117-022	DES COORDINATOR	5	$4,757.19	$2,931.96	$2,400.00 - $8,840.00
111.107-014	JUSTICE OF PEACE	5	$9,857.59	$9,883.80	$6,616.68 - $15,350.40
377.117-010	SHERIFF	8	$21,911.65	$22,067.48	$16,270.80 - $25,872.24

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Interpretation of State Wage Data

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
045.107-042	45011	VOCATIONAL REHAB COUNSELOR	13	27	$10.25	$8.59	$12.52
097.227-014	97008	VOCATIONAL TRAINER	12	5	$10.29	$8.59	$12.16
097.167-010	97009	VOCATIONAL TRAINER SUPV	14	1	$10.81	$10.81	$10.81
188.137-010	922008	WAREHOUSE BUR CHF	15	1	$15.87	$15.87	$15.87
929.137-022	922004	WAREHOUSE FOREMAN I	12	6	$10.38	$9.25	$12.06
929.137-022	922005	WAREHOUSE FOREMAN II	13	3	$11.64	$10.86	$12.63
922.687-058	999201	● WAREHOUSE WORKER	8	2	$10.15	$10.15	$10.15

Listed Alphabetically by Job Titles

State government wage information is listed alphabetically by job title for the convenience of readers.

Information from Left to Right

Information presented from **left to right** includes:

D.O.T. Code: An occupational code from the U.S. Department of Labor's *Dictionary of Occupational Titles*, which lists job descriptions for over 21,000 U.S. occupations. The first digit in each D.O.T. Code identifies the major occupational category that an occupation belongs to:

- **0/1 Professional, technical and managerial occupations**
- **2 Clerical and sales occupations**
- **3 Service occupations**
- **4 Agricultural, fishery, forestry and related occupations**
- **5 Processing occupations**
- **6 Machine trades occupations**
- **7 Benchwork occupations**
- **8 Structural work occupations**
- **9 Miscellaneous occupations**

Class: A code assigned and used by the Montana Department of Administration's State Personnel Division.

Job Title: Montana state government job title.

☞ **Workers in occupations preceded by a filled circle (●)** are required by law to be paid prevailing wage rates when they are involved with public works contracts. The wage information in this publication is to be used for informational purposes only. Prevailing wage rates are established by the Montana Department of Labor and Industry after surveying employers in 10 prevailing wage districts within the state. These rates can be obtained from the Department's Employment Relations Division—or local Job Service offices.

Grade: A pay grade system used by state government to compensate workers. PLEASE NOTE: Nine separate pay matrices were in use within state government when this state wage information was collected, and comparisons of wage information by grade scale may not be valid.

Number of Employees: The number of workers classified within each state government job title.

Average Rate: Average wage rate (provided by the Montana Department of Administration's State Personnel Division).

Range: Lowest and highest wages paid within each job title classification (provided by the Montana Department of Administration's State Personnel Division):

Low Rate: Lowest wage paid within each job title classification.

High Rate: Highest wage paid within each job title classification.

State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
168.267-074	40058	ABANDONED MINE SPEC	14	5	$11.30	$10.81	$12.98
160.167-010	160018	ACCOUNTANT I	14	16	$11.72	$10.04	$13.76
160.167-010	160017	ACCOUNTANT II	15	18	$12.53	$10.81	$15.47
160.167-010	160018	ACCOUNTANT III	16	6	$14.85	$12.80	$17.14
216.482-010	219001	ACCOUNTING CLERK I	6	1	$5.79	$5.79	$5.79
216.482-010	219002	ACCOUNTING CLERK II	7	13	$6.79	$6.16	$8.55
216.482-010	219003	ACCOUNTING CLERK III	8	44	$7.41	$6.18	$9.22
160.167-026	160013	ACCOUNTING SPEC I	11	26	$9.49	$8.01	$11.21
160.167-026	160014	ACCOUNTING SPEC II	12	29	$10.09	$9.25	$12.18
160.167-026	160015	ACCOUNTING SPEC III	13	22	$10.81	$9.23	$13.05
160.167-026	160090	ACCOUNTING SYST II	14	2	$11.01	$10.04	$11.98
160.162-018	160092	ACCOUNTING SYST SUPV	18	2	$14.49	$12.80	$16.17
160.167-026	160019	ACCOUNTING SYSTEMS MGR	18	1	$15.23	$15.23	$15.23
216.482-010	160003	ACCOUNTING TECH I	9	45	$8.05	$6.99	$9.84
216.482-010	160004	ACCOUNTING TECH II	10	43	$8.64	$7.48	$10.04
160.162-018	160106	ACCOUNTING/FS MG I	15	1	$12.35	$12.35	$12.35
160.162-018	160107	ACCOUNTING/FS MG II	16	10	$14.40	$12.91	$16.17
160.162-018	160108	ACCOUNTING/FS MG III	17	8	$16.62	$14.37	$18.51
355.377-018	355035	ACTIVITIES AIDE	6	1	$6.23	$6.23	$6.23
219.362-010	209008	ADMIN AIDE I	7	48	$6.96	$6.16	$8.81
219.362-010	209007	ADMIN AIDE II	8	79	$7.32	$6.55	$9.24
169.167-010	169007	ADMIN ASSISTANT I	9	49	$8.09	$6.99	$9.84
169.167-010	169008	ADMIN ASSISTANT II	10	28	$8.50	$8.05	$10.53
189.167-010	169009	ADMIN ASSISTANT III	11	28	$9.70	$8.05	$11.46
189.167-010	169010	ADMIN ASSISTANT IV	12	28	$10.41	$9.25	$12.34
219.362-010	219006	ADMIN CLERK I	6	64	$6.38	$5.79	$7.86
219.362-010	219007	ADMIN CLERK II	7	73	$6.95	$5.79	$8.67
219.362-010	219008	ADMIN CLERK III	8	57	$7.45	$6.55	$9.28
188.117-106	110005	ADMIN LEGAL DIVISION	20	1	$22.81	$22.81	$22.81
188.117-106	169011	ADMIN OFFICER I	13	25	$11.32	$9.93	$12.96
188.117-106	169012	ADMIN OFFICER II	14	43	$12.27	$10.04	$18.69
188.117-106	169013	ADMIN OFFICER III	15	32	$13.30	$10.88	$15.33
	169164	ADMIN OFFICER IV	16	41	$14.24	$11.73	$17.00
188.117-106	169014	ADMIN OFFICER V	17	18	$16.37	$13.95	$18.51
188.117-034	188022	AERONATICS DIV ADMIN	17	1	$18.35	$18.35	$18.35
195.107-026	195030	AFTERCARE SPEC	13	8	$11.26	$9.93	$12.71
110.107-010	110021	AGENCY COUNSEL I	15	3	$10.88	$10.88	$10.88

State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
110.107-010	110022	AGENCY COUNSEL II	17	12	$14.00	$10.88	$18.19
110.107-010	110023	AGENCY COUNSEL III	18	2	$15.29	$15.23	$15.36
	71	AGENCY HEAD-ADMIN	0	23	$24.89	$13.97	$31.25
168.267-062	168155	AGENCY LEG SER INVSTGR	14	2	$11.37	$10.81	$11.94
	40040	AGRCLTRL SERV MGR	16	3	$13.96	$12.80	$15.20
168.287-010	168005	AGRICULTURE INSP II	13	5	$11.22	$9.93	$13.28
828.281-010	710004	● AIR QUALITY ELECTRONICS SPEC	13	1	$11.18	$11.18	$11.18
168.264-010	621001	AIRCRAFT INSPECTOR	14	1	$11.02	$11.02	$11.02
621.281-014	621005	AIRPLANE MECHANIC	13	1	$9.93	$9.93	$9.93
188.137-010	184056	AIRPORT/AIRWAY BUR CHF	16	1	$17.14	$17.14	$17.14
	195078	ALCOHOL COUNSELING TECH	9	1	$7.53	$7.53	$7.53
	73001	ANIMAL HLTH DIV ADMIN	21	1	$24.20	$24.20	$24.20
188.167-010	191049	APPRAISAL SUPV I	13	22	$11.03	$9.25	$13.05
188.167-010	191050	APPRAISAL SUPV II	14	9	$12.18	$10.81	$13.53
188.167-010	191045	APPRAISER I	10	15	$7.96	$7.48	$9.59
188.167-010	191046	APPRAISER II	11	12	$8.75	$8.05	$9.67
188.167-010	191047	APPRAISER III	12	22	$9.87	$8.01	$11.83
188.167-010	191048	APPRAISER IV	13	14	$11.38	$9.89	$12.52
188.167-010	191051	APPRAISER SUPV III	15	4	$13.79	$12.61	$15.47
001.061-010	1005	ARCHITECT I	13	2	$9.93	$9.93	$9.93
001.061-010	1006	ARCHITECT II	14	6	$11.00	$10.81	$11.83
102.381-010	101010	ARCHIVES TECHNICIAN	9	1	$6.99	$6.99	$6.99
101.167-010	101014	ARCHIVIST I	13	1	$11.65	$11.65	$11.65
101.167-010	101015	ARCHIVIST II	14	1	$10.81	$10.81	$10.81
102.261-010	101018	ARCHIVIST SUPERVISOR	15	2	$13.60	$12.35	$14.84
	191054	AREA PROPERTY TAX SUPV	16	5	$15.54	$13.48	$16.85
187.117-018	187040	ASSOCIATE WARDEN	17	2	$15.78	$15.43	$16.08
	160117	ASST ADMIN FINANCIAL DIV	17	1	$16.23	$16.23	$16.23
188.137-010	169189	ASST CHF REGSTR BUR	15	1	$13.26	$13.26	$13.26
319.137-010	319000	ASST FOOD SRVC SUPV I	10	2	$7.36	$7.23	$7.48
319.137-010	319001	ASST FOOD SRVC SUPV II	11	3	$9.36	$8.62	$10.55
110.107-010	110031	ATTORNEY SPEC I	15	1	$10.88	$10.88	$10.88
110.107-010	110032	ATTORNEY SPEC II	17	10	$14.31	$12.76	$16.91
110.107-010	110033	ATTORNEY SPEC III	18	20	$15.89	$13.95	$18.83
110.107-010	110034	ATTORNEY SPEC IV	19	6	$17.68	$16.62	$19.15
110.107-010	110042	ATTORNEY SUPV II	18	5	$16.60	$14.37	$17.54
110.107-010	110043	ATTORNEY SUPV III	19	3	$18.39	$16.62	$19.96
110.107-010	110044	ATTORNEY SUPV IV	20	6	$20.64	$19.89	$22.42

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of State Wage Data" information on page 45.

State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
100.167-010	223006	AUDIO VISUAL LIB SUPV	11	1	$10.27	$10.27	$10.27
099.167-018	99025	AUDIO VISUAL SPEC II	13	2	$11.70	$10.23	$13.17
076.101-010	79025	AUDIOLOGIST	14	1	$10.81	$10.81	$10.81
160.167-034	160079	AUDIT MANAGER I	16	3	$14.05	$11.73	$16.32
160.167-034	160080	AUDIT MANAGER II	17	1	$17.78	$17.78	$17.78
188.137-010	160078	AUDIT SUPERVISOR	15	1	$14.84	$14.84	$14.84
210.382-010	160001	AUDIT TECHNICIAN I	9	8	$8.15	$7.74	$9.21
210.382-010	160002	AUDIT TECHNICIAN II	10	7	$8.63	$7.53	$10.45
160.162-014	160074	AUDITOR I	11	5	$9.16	$8.62	$9.87
160.162-014	160075	AUDITOR II	12	6	$9.96	$8.62	$11.57
160.162-014	160076	AUDITOR III	13	4	$11.13	$9.93	$12.52
160.162-014	160077	AUDITOR IV	14	8	$10.66	$9.25	$12.71
160.167-030	160084	AUDITOR MNCPL I	12	5	$8.88	$8.59	$9.25
160.167-030	160085	AUDITOR MNCPL II	14	2	$10.81	$10.81	$10.81
160.167-030	160086	AUDITOR MNCPL III	15	6	$12.13	$11.73	$14.12
160.162-014	160087	AUDITOR MNCPL SUPV	16	4	$15.41	$13.46	$16.17
361.137-010	361001	AUXILIARY SERV SUPV	11	1	$8.23	$6.23	$8.23
184.117-026	184007	AVIATION REPRESNTATIVE	15	2	$11.91	$11.73	$12.09
526.381-010	313003	BAKER III	10	3	$9.03	$8.05	$10.45
160.162-014	160115	BANK EXAM SUPV	16	2	$14.01	$13.87	$14.18
160.162-014	160112	BANK EXAMINER I	13	5	$9.47	$8.59	$10.23
160.162-014	160113	BANK EXAMINER II	14	5	$10.19	$8.82	$12.44
160.162-014	160114	BANK EXAMINER III	15	4	$13.43	$12.09	$14.97
330.371-010	330002	BARBER II	10	1	$9.78	$9.78	$9.78
	91	BD OF EDUCATION-ADMIN	0	7	$17.52	$14.42	$24.90
	95	BD OF EDUCATION-PARAPROF	0	17	$8.54	$5.24	$8.44
	92	BD OF EDUCATION-PROF	0	15	$10.41	$8.01	$15.73
	112	BD OF INVESTEMENT-PROF	0	2	$29.33	$29.33	$29.33
	111	BD OF INVESTMENTS-ADMIN	0	3	$28.40	$17.67	$39.42
	81	BD OF REGENTS-ADMIN	0	6	$28.83	$12.48	$43.27
	82	BD OF REGENTS-PROF	0	13	$13.78	$8.50	$20.50
	51	BDS/COMMISSIONS-ADMIN	0	1	$14.33	$14.33	$14.33
	52	BDS/COMMISSIONS-PROF	0	1	$13.96	$13.96	$13.96
195.107-038	45008	BEHVR MODIF THERAPST	12	1	$9.25	$9.25	$9.25
166.267-030	169231	BENEFITS SUPV	15	1	$14.02	$14.02	$14.02
805.281-014	998001	● BOILERMAKER	12	1	$12.55	$12.55	$12.55
206.587-010	413001	BRAND INSPECTOR II	8	10	$7.28	$6.55	$8.08
206.587-010	413004	BRAND INSPECTOR III	9	5	$8.00	$6.99	$8.97

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State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
206.587-010	413005	BRAND INSPECTOR SUPV I	10	6	$8.83	$7.48	$9.67
206.587-010	413006	BRAND INSPECTOR SUPV II	11	1	$10.77	$10.77	$10.77
206.587-010	413007	BRAND INSPECTOR SUPV III	12	1	$11.34	$11.34	$11.34
188.137-010	169002	BRANDS/MKT BUR CHF	15	1	$14.84	$14.84	$14.84
161.117-010	161004	BUDGET ANALYST I	13	1	$9.93	$9.93	$9.93
161.117-010	161005	BUDGET ANALYST II	14	9	$11.90	$10.81	$13.48
161.117-010	161008	BUDGET ANLST, EXEC II	16	8	$13.38	$11.86	$15.64
161.117-010	161010	BUDGET ASST EXEC	13	1	$8.62	$8.62	$8.62
161.117-010	161009	BUDGT ANLST EXEC SUPV	17	1	$14.06	$14.06	$14.06
869.687-038	1003	BUILD CONST CNSLT	15	2	$13.45	$12.49	$14.41
168.167-030	188098	BUILDING CODES INSP	14	17	$11.46	$10.61	$13.76
188.117-014	166010	BUSINESS ASSTNCE MGR	17	1	$15.47	$15.47	$15.47
	168046	CAREER EXEC ASSIGN	18	60	$17.95	$14.67	$20.68
	168047	CAREER EXEC ASSIGN	19	43	$19.75	$15.41	$21.51
	188048	CAREER EXEC ASSIGN	20	16	$21.69	$18.15	$23.20
	188049	CAREER EXEC ASSIGN	21	13	$22.71	$19.83	$24.42
	188050	CAREER EXEC ASSIGN	22	14	$24.06	$20.11	$26.37
860.381-022	998601	● CARPENTER	10	16	$11.67	$11.14	$11.95
960.281-010	860001	CARPENTER, MTNCE I	11	3	$9.61	$9.03	$11.38
860.137-010	998602	CARPENTER FOREMAN	11	2	$12.23	$12.09	$12.36
211.137-010	211004	CASHIER SECTION SUPV-REV	11	1	$10.92	$10.92	$10.92
161.117-010	160082	CENTRAL PAY AST DIV ADMIN	14	1	$12.44	$12.44	$12.44
	620017	CENTRAL SHOP SUPV	15	1	$15.33	$15.33	$15.33
381.687-022	381001	CENTRAL SUPPLY AIDE	9	1	$9.84	$9.84	$9.84
161.117-010	169098	CENTRZD SER MGR I	15	6	$13.66	$11.64	$16.00
161.117-010	169099	CENTRZD SER MGR II	16	6	$14.93	$12.80	$16.85
161.117-010	169100	CENTRZD SER MGR III	17	6	$17.41	$15.57	$16.35
120.007-010	120001	CHAPLAIN	14	3	$11.27	$10.81	$12.19
022.061-010	22013	CHEMIST II	12	4	$8.63	$8.01	$9.25
022.061-010	22014	CHEMIST III	13	2	$11.61	$9.93	$13.26
022.061-010	22015	CHEMIST IV	14	5	$12.11	$10.61	$13.64
550.132-010	22016	CHEMIST SUPERVISOR	15	1	$15.67	$15.67	$15.87
168.161-010	70020	CHIEF MEDICAL EXAMINER	24	1	$43.27	$43.27	$43.27
195.267-023	168136	CHILD ENFORC TECH I	9	25	$7.51	$6.99	$8.97
168.267-062	168131	CHILD SUP INVSTGR I	12	31	$9.38	$8.59	$11.57
168.267-062	168132	CHILD SUP INVSTGR II	13	9	$10.85	$9.93	$12.74
195.267-023	168134	CHILD SUP LOC UNIT SUPV	11	1	$10.06	$10.06	$10.06
195.267-023	188133	CHILD SUP REG SUPV	15	5	$12.53	$11.73	$14.41

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State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
005.261-014	5019	CIVIL ENGNR MGR I	17	15	$17.74	$15.12	$18.84
005.261-014	5020	CIVIL ENGNR MGR II	18	9	$18.99	$16.60	$20.84
005.261-014	5014	CIVIL ENGNR SPEC I	12	5	$8.86	$8.59	$9.25
005.261-014	5015	CIVIL ENGNR SPEC II	13	8	$10.23	$9.23	$11.90
005.261-014	5016	CIVIL ENGNR SPEC III	14	24	$11.35	$8.59	$14.10
005.261-014	5017	CIVIL ENGNR SPEC IV	15	25	$13.30	$8.59	$15.73
005.261-014	5018	CIVIL ENGNR SPEC V	16	33	$16.02	$12.80	$17.28
209.132-010	219014	CLERK SUPV I	8	5	$8.08	$7.71	$8.30
209.132-010	219015	CLERK SUPV II	9	13	$8.44	$7.53	$9.52
209.132-010	219019	CLERK SUPV III	10	6	$8.88	$8.05	$9.59
168.267-058	168078	CMRCL VHCL OP LIC SPEC	12	3	$11.32	$10.37	$11.83
195.267-014	45077	CNSLR SUPV-SUBS ABUSE	14	3	$12.38	$11.59	$13.36
188.137-010	182006	CNSTRCTN BUR CHF-ADMIN	16	1	$12.80	$12.80	$12.80
241.367-010	160134	COLLECTION SPEC I	11	1	$9.40	$9.40	$9.40
241.367-010	160135	COLLECTION SPEC II	12	3	$9.24	$8.59	$9.89
241.267-010	160137	COLLECTION SPEC III	13	1	$11.18	$11.18	$11.18
241.137-010	160136	COLLECTION SPEC SUPV	13	1	$12.52	$12.52	$12.52
241.357-010	160132	COLLECTION TECH I	9	3	$7.96	$7.74	$8.22
241.357-010	160133	COLLECTION TECH II	10	5	$7.75	$6.99	$8.61
195.107-030	195113	COMM SOC WRKR I	13	56	$10.67	$9.23	$13.51
195.107-030	195114	COMM SOC WRKR II	14	85	$11.13	$9.77	$14.34
379.362-010	379060	COMM SYSTEMS OPR I	8	14	$7.40	$6.55	$9.28
379.362-010	379061	COMM SYSTEMS OPR II	9	12	$7.62	$6.99	$9.40
188.137-010	957002	COMMNCT BUR CHF	16	1	$16.85	$16.85	$16.85
003.061-050	3003	COMMNCT ENG II	14	1	$11.12	$11.12	$11.12
822.281-010	823004	COMMNCT TECH I	10	1	$9.98	$9.98	$9.98
822.281-010	823006	COMMNCT TECH III	13	8	$10.49	$9.93	$12.16
823.131-010	823007	COMMNCT TECH SUPV	15	1	$14.41	$14.41	$14.41
379.132-010	957003	COMMUNICATIONS SUPERVISOR	12	1	$10.59	$10.59	$10.59
195.137-010	195115	COMMUNITY SOC WRK SUPV	15	30	$13.02	$11.73	$14.97
168.167-014	168018	COMPLIANCE SPEC I	11	8	$9.45	$8.62	$10.84
168.167-014	168019	COMPLIANCE SPEC II	12	20	$9.84	$8.59	$11.66
168.167-014	168020	COMPLIANCE SPEC III	13	8	$10.32	$9.93	$11.65
168.167-014	168017	COMPLIANCE TECH	10	2	$9.23	$8.61	$9.85
213.362-010	979009	COMPTR OTPT MICRO OPER	9	1	$8.44	$8.44	$8.44
213.362-011	213052	COMPUTER OPER ASST	8	3	$8.18	$7.26	$9.03
213.362-010	213045	COMPUTER OPER I	9	4	$7.76	$7.53	$8.44
213.362-010	213046	COMPUTER OPER II	11	1	$7.53	$7.53	$7.53

State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
213.362–010	213047	COMPUTER OPER III	13	5	$10.85	$9.93	$12.27
213.362–010	213048	COMPUTER OPER IV	14	1	$12.98	$12.98	$12.98
	213033	COMPUTER OPER SUPV	13	1	$12.01	$12.01	$12.01
213.362–010	213053	COMPUTER OPER TECH I	9	3	$8.03	$7.53	$9 03
213.362–010	213054	COMPUTER OPER TECH II	10	6	$9.02	$8.05	$10.04
213.362–010	213055	COMPUTER OPER TECH III	11	4	$9.57	$8.68	$10.47
213.362–010	213056	COMPUTER OPER TECH IV	12	2	$11.01	$10.80	$11 21
020.187–010	20025	COMPUTER PRGRMR I	11	1	$8.62	$8.62	$8.62
020.187–010	20026	COMPUTER PRGRMR II	13	2	$11 91	$11.42	$12 41
213.132–010	213016	COMPUTER USER ASST I	9	2	$7.98	$7.53	$8.44
213.132–010	213018	COMPUTER USER ASST II	11	1	$8.79	$8.79	$8.79
213.382–010	213030	COMPUTER/NTWRK OPER	12	2	$10.49	$9.51	$11 48
168.287–014	168057	CONSUMER PROT INVSTGTR	15	1	$14.54	$14.54	$14.54
162.117–014	19014	CONTRACT PLN SEC SUPV	17	1	$18.68	$18.68	$18.68
162.117–014	19013	CONTRACT SPECIALIST	14	4	$13.77	$13.25	$14.34
162.117–018	169029	CONTRCTRS EST SEC SUPV	15	1	$15.73	$15.73	$15.73
213.132–010	213034	CONTROL SEC SUPV	12	1	$10.59	$10.59	$10.59
	169004	CONTROL UNIT SUPV	12	1	$9.70	$9.70	$9.70
315.361–010	315001	COOK I	7	9	$7.02	$6.16	$8.61
315.361–010	315002	COOK II	8	8	$7.77	$7.06	$8.79
	188026	CORPRTE DOC SPEC	12	2	$9.95	$9.32	$10.59
372.667–018	372008	CORRECT'L CAPT	15	3	$14.44	$13.38	$15.87
188.117–054	187050	CORRECT'L FAC MGR	17	1	$16.56	$16.56	$16.56
372.667–018	372012	CORRECT'L FCLT/EQUIP TECH	12	5	$9.73	$9.25	$10.10
319.137–010	319015	CORRECT'L FD SUPV I	11	6	$8.58	$8.01	$9.03
319.137–010	319016	CORRECT'L FD SUPV II	12	7	$10.15	$9.25	$11.57
375.267–010	375027	CORRECT'L INVSTGTR	14	1	$14.46	$14.46	$14.46
372.667–018	372007	CORRECT'L LIEUT	14	6	$12.40	$10.81	$14.22
372.667–018	372005	CORRECT'L OFF I	9	8	$7.59	$7.53	$8.05
372.667–018	372011	CORRECT'L OFFCR	10	237	$8.16	$6.99	$10 67
372.667–018	372015	CORRECT'L OFFCR SUPV	12	3	$10.14	$9.51	$11.02
189.167–030	195095	CORRECT'L PGM MGR	17	1	$15.76	$15.76	$15.76
187.137–010	187074	CORRECT'L REC ASST	10	4	$8.35	$8.05	$9.03
187.137–010	187076	CORRECT'L REC SPEC I	12	7	$9.74	$8.59	$12.16
187.137–010	187078	CORRECT'L REC SPEC III	14	1	$10.81	$10.81	$10.81
372.137–010	372025	CORRECT'L SEC MGR	16	2	$15.87	$14.46	$17.28
372.667–018	372006	CORRECT'L SERG	12	25	$10.10	$9.25	$10.80
372.667–018	372020	CORRECT'L TECH	11	2	$9.23	$8.86	$9.60

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D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
372.667-018	195091	CORRECT'L TREAT SPEC I	12	8	$10.09	$9.25	$11.66
372.667-018	195092	CORRECT'L TREAT SPEC II	13	10	$10.60	$9.93	$13.28
188.167-026	195090	CORRECT'L TREAT SUPV I	13	2	$12.63	$12.63	$12.63
188.167-026	195093	CORRECT'L TREAT SUPV II	14	1	$10.81	$10.81	$10.81
372.667-018	195094	CORRECT'L TREATMT SPEC III	14	1	$10.90	$10.90	$10.90
187.137-010	187077	CORREC'TL REC SPEC II	13	1	$9.93	$9.93	$9.93
332.271-010	332002	COSMETOLOGIST I	9	1	$9.78	$9.78	$9.78
332.271-010	332004	COSMETOLOGIST II	10	1	$10.60	$10.60	$10.60
168.267-062	332003	COSMETOLOGY INSP	11	1	$8.86	$8.86	$8.86
195.164-010	359002	COTTAGE LIFE ATTDT I	8	24	$7.19	$6.55	$9.16
195.164-010	359003	COTTAGE LIFE ATTDT II	9	36	$7.89	$6.99	$9.84
195.164-010	359004	COTTAGE LIFE ATTDT III	10	8	$8.65	$8.05	$10.04
195.137-010	359005	COTTAGE LIFE ATTDT SUPV	11	11	$10.03	$8.68	$11.21
195.137-010	359006	COTTAGE SERV SUPV I	12	1	$12.06	$12.06	$12.06
195.137-010	359007	COTTAGE SERV SUPV II	14	1	$13.09	$13.09	$13.09
195.164-010	94035	COTTAGE SUPV	14	7	$11.99	$10.81	$13.20
	191058	COUNTY PROPERTY TAX SUPV	15	1	$15.20	$15.20	$15.20
375.167-014	375026	CRIMINAL INVSTGTR	16	25	$13.30	$11.86	$17.00
188.167-010	21	CTY ASSESSOR-ADMIN	0	35	$9.21	$7.42	$15.47
188.167-010	221	CTY ASSESSOR/APP-ADMIN	0	6	$13.76	$11.49	$16.03
188.167-010	23	CTY ASSESSOR/DTY-TECH	0	31	$8.28	$6.68	$13.93
195.107-026	55003	CULTURAL ENV SPEC	14	3	$10.58	$10.04	$10.90
102.017-010	102002	CURATOR I	13	1	$10.23	$10.23	$10.23
382.664-010	382105	● CUSTODIAL SUPV I	9	2	$8.60	$8.05	$9.15
382.664-010	382106	● CUSTODIAL SUPV II	10	1	$11.66	$11.66	$11.66
382.664-010	382101	● CUSTODIAN I	6	1	$7.49	$7.49	$7.49
382.664-010	382102	● CUSTODIAN II	7	5	$7.12	$6.63	$7.59
382.664-010	382103	● CUSTODIAN III	8	3	$7.90	$7.55	$8.08
529.382-018	529001	DAIRY PROC EQUIP OPR	11	1	$11.29	$11.29	$11.29
410.131-018	410130	DAIRY SUPV	15	1	$12.87	$12.87	$12.87
213.382-010	213075	DASD SPEC	14	1	$13.48	$13.48	$13.48
213.382-010	219020	DATA BASE TECH	11	11	$9.48	$8.68	$11.29
	20028	DATA COLLECT SUPV-HWY	13	1	$12.12	$12.12	$12.12
213.382-010	213079	DATA COMM COORD	12	1	$9.25	$9.25	$9.25
	213035	DATA CONTROLLER	8	4	$8.18	$7.06	$9.16
203.582-030	213002	DATA ENTRY OPER I	5	2	$5.87	$5.87	$5.87
203.582-030	213003	DATA ENTRY OPER II	6	11	$6.51	$5.79	$7.79
203.582-030	213004	DATA ENTRY OPER III	7	21	$6.86	$6.16	$8.28

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of State Wage Data" information on page 45.

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D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
213.132-010	213013	DATA ENTRY SEC SUPV	12	1	$11.66	$11.66	$11.66
213.132-010	213005	DATA ENTRY SUPV I	8	2	$8.27	$7.92	$8.63
213.132-010	213006	DATA ENTRY SUPV II	9	1	$9.40	$9.40	$9.40
213.132-010	213007	DATA ENTRY SUPV III	10	1	$9.03	$9.03	$9.03
	12028	DATA MGMT SPEC	15	3	$12.82	$11.73	$14.12
	213025	DATA PROC CNTRL TECH	9	3	$7.70	$7.53	$8.05
169.167-030	169174	DATA PROC MGR I	15	2	$13.85	$12.09	$15.60
169.167-030	169175	DATA PROC MGR II	16	2	$16.28	$15.70	$16.85
169.167-030	169176	DATA PROC MGR III	17	16	$17.44	$14.54	$18.51
169.167-030	169177	DATA PROC MGR IV	18	8	$19.50	$18.53	$20.16
213.132-010	169179	DATA PROC SEC SUPV	12	1	$10.80	$10.80	$10.80
206.367-018	213038	DATA STORAGE TECH	9	2	$8.61	$8.44	$8.79
079.371-010	78016	DENTAL ASST	8	2	$7.82	$7.06	$8.57
078.361-010	78013	DENTAL HYGIENIST II	13	1	$10.64	$10.64	$10.64
072.101-010	72003	DENTIST II	20	1	$18.70	$18.70	$18.70
373.267-014	373003	DEPUTY STATE FIRE MARSH II	15	5	$12.58	$11.73	$13.54
187.117-018	187041	DEPUTY WARDEN	18	1	$18.18	$18.18	$18.18
188.137-010	1002	DESIGN BUR CHF	18	1	$20.16	$20.16	$20.16
005.167-022	5027	DESIGN SUPV	15	15	$13.97	$11.73	$15.73
005.281-010	5022	DESIGN TECH I	10	10	$8.25	$8.05	$10.04
005.281-010	5023	DESIGN TECH II	11	12	$9.35	$8.62	$11.29
188.137-010	19002	DESIGN & DEV BUR CHF	17	1	$18.51	$18.51	$18.51
005.281-010	5024	DESIGNER I	12	19	$10.04	$9.25	$11.66
005.281-010	5025	DESIGNER II	13	18	$11.30	$9.93	$13.28
005.281-010	5026	DESIGNER III	14	19	$12.88	$11.12	$14.46
188.137-010	73002	DIAGNOSTIC LAB BUR CHF	21	1	$24.20	$24.20	$24.20
245.587-010	319012	DIETICIAN AIDE	10	1	$8.79	$8.79	$8.79
077.117-010	77003	DIETITIAN II	13	2	$9.27	$8.59	$9.93
169.267-014	169019	DISAB CLAIM EXAM I	12	9	$8.95	$8.01	$9.82
169.267-014	169020	DISAB CLAIM EXAM II	13	6	$10.75	$8.01	$11.90
169.267-014	169021	DISAB CLAIM EXAM III	14	3	$13.33	$12.71	$13.64
169.267-014	169022	DISAB CLAIM SUPV	15	2	$14.84	$14.84	$14.84
188.137-010	73008	DISEASE CONTROL BUR CHF	20	1	$20.91	$20.91	$20.91
379.362-010	999103	DISPATCHER	8	1	$10.52	$10.52	$10.52
073.161-010	73006	DIST VET LVSTK INSP SUPVR	19	3	$18.40	$17.12	$20.97
185.167-062	169195	DISTR SUPV LIO STORE	14	3	$11.98	$10.81	$14.22
899.134-010	899008	DIV MAINT SUPT	14	21	$14.50	$14.27	$14.87
638.131-022	620006	DIV SHP SUPT	14	10	$14.37	$14.04	$14.76

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D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
007.161-018	17005	DRAFTER I	6	1	$7.61	$7.61	$7.61
007.161-018	17006	DRAFTER II	9	8	$7.78	$7.53	$9.52
007.161-018	17007	DRAFTER III	10	1	$9.59	$9.59	$9.59
930.382-010	930002	DRILL OPERATOR I	11	3	$8.57	$8.05	$9.03
930.382-010	930003	DRILL OPERATOR II	13	1	$9.93	$9.93	$9.93
930.134-010	930005	DRILL SEC SUPV	15	1	$15.10	$15.10	$15.10
188.137-010	168089	DRIVER IMPROVMT BUR CHF	16	1	$16.32	$16.32	$16.32
168.137-010	168088	DRIVER SRVCS BUR CHF	17	1	$18.09	$18.09	$18.09
168.167-074	168084	DRIVER SRVCS SPEC I	11	15	$9.40	$8.62	$11.00
168.167-074	168085	DRIVER SRVCS SPEC II	12	3	$10.77	$10.37	$11.04
168.167-074	168086	DRIVER SRVCS SPEC III	13	4	$12.39	$11.42	$12.65
168.267-034	168087	DRIVER SRVCS SPEC SUPV.	15	1	$13.54	$13.54	$13.54
207.682-014	207002	DUPLIC MACH OPER II	8	5	$7.33	$6.55	$8.41
207.682-014	207003	DUPLIC MACH OPER III	9	5	$7.96	$7.53	$8.61
207.682-014	207004	DUPLIC MACH OPER IV	10	1	$9.21	$9.21	$9.21
207.137-010	207009	DUPLIC SERV SUPV II	12	3	$10.41	$9.32	$11.02
207.137-010	207010	DUPLIC SERV SUPV III	13	3	$11.65	$9.93	$12.63
207.682-010	653002	DUPLIC SHP WRK II	5	1	$7.60	$7.60	$7.60
	188114	E A COUNTY SUPV I	14	8	$12.55	$10.02	$13.76
	188115	E A COUNTY SUPV II	15	9	$13.41	$11.84	$15.10
	188116	E A COUNTY SUPV III	16	3	$15.42	$14.76	$16.59
188.117-102	195060	ECONOMIC ASST AREA SUPV	16	5	$15.25	$12.80	$16.32
050.067-010	50004	ECONOMIST II	15	3	$11.69	$10.88	$12.09
050.067-010	50005	ECONOMIST III	16	2	$14.50	$13.62	$15.39
132.037-022	132001	EDITOR I	12	1	$10.59	$10.59	$10.59
132.037-022	132002	EDITOR II	13	1	$12.52	$12.52	$12.52
132.037-022	132003	EDITOR III	15	2	$13.60	$11.73	$15.47
132.267-014	132004	EDITORIAL ASST	10	2	$7.88	$7.48	$8.27
099.117-010	99006	EDUCATION DIR II	16	2	$14.25	$12.80	$15.70
099.117-010	99007	EDUCATION DIR III	17	1	$17.26	$17.26	$17.26
189.167-030	99043	EDUCATION PGM MGR	17	3	$16.13	$14.37	$17.11
099.117-026	99042	EDUCATION PGM REP	16	48	$14.13	$9.23	$17.00
003.161-014	828001	ELCTRNC EQUIP TECH I	13	1	$9.93	$9.93	$9.93
	11	ELECTED OFFICIAL-ADMIN	0	49	$24.80	$16.37	$27.75
188.137-010	829006	ELECTRICAL SFTY BUR CHF	15	1	$14.41	$14.41	$14.41
824.261-010	998201	ELECTRICIAN	11	5	$12.10	$11.97	$12.16
829.281-014	829001	ELECTRICIAN MAINT	11	1	$8.62	$8.62	$8.62
195.267-010	195084	ELIGIBILITY INVSTGR	11	14	$9.26	$8.05	$10.55

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D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
195.267-010	195080	ELIGIBILITY TECH I	10	51	$8.08	$6.99	$9.65
195.267-010	195081	ELIGIBILITY TECH II	11	142	$9.19	$6.99	$11.29
195.137-010	195082	ELIGIBILITY TECH SUPV	12	25	$10.49	$8.59	$11.66
079.117-010	169076	EMERGENCY MED SER CHF	17	1	$17.28	$17.28	$17.28
189.167-030	378009	EMERGENCY MGMT PGM MGR	18	1	$14.04	$14.04	$14.04
	378005	EMERGENCY MGMT SPEC I	13	2	$11.20	$9.23	$13.17
	378006	EMERGENCY MGMT SPEC II	14	8	$11.64	$10.04	$14.22
169.367-010	205006	EMPLOYMENT ASST	8	23	$7.12	$6.55	$8.41
166.167-030	166045	EMPLOYMENT ASST MGR I	14	1	$13.36	$13.36	$13.36
166.167-030	166046	EMPLOYMENT ASST MGR II	15	7	$14.28	$12.99	$15.73
166.267-010	45019	EMPLOYMENT COUNSELOR	13	28	$11.01	$9.93	$13.05
166.167-030	166028	EMPLOYMENT MGR I	14	18	$13.00	$10.04	$14.58
166.167-030	166027	EMPLOYMENT MGR II	15	1	$15.24	$15.24	$15.24
166.167-030	166028	EMPLOYMENT MGR III	16	5	$15.03	$13.74	$17.14
166.167-030	166030	EMPLOYMENT MGR IV	17	1	$17.78	$17.78	$17.78
188.117-078	166079	EMPLOYMENT PGM MGR II	17	1	$12.98	$12.98	$12.98
166.267-010	166003	EMPLOYMENT SRVC SPEC	12	184	$10.03	$8.01	$12.18
166.267-010	166004	EMPLOYMENT SRVC SUPV	13	13	$12.44	$11.65	$13.40
166.167-026	166034	EMPLOYMENT & TRNG SP	14	2	$10.35	$10.04	$10.66
166.167-054	96066	ENERGY EDUC SPEC II	13	4	$10.38	$9.23	$11.18
166.167-054	96067	ENERGY EDUC SPEC III	14	1	$11.59	$11.59	$11.59
189.167-030	168110	ENFORCEMENT PGM MGR I	16	2	$16.32	$16.17	$16.45
189.167-030	168111	ENFORCEMENT PGM MGR II	17	5	$15.95	$13.95	$16.84
	19011	ENGNRNG OFF I	14	8	$13.74	$12.44	$14.46
	19012	ENGNRNG OFF II	15	1	$15.87	$15.87	$15.87
007.161-026	18003	ENGNRNG TECH I	10	18	$8.15	$7.06	$10.60
007.161-026	18004	ENGNRNG TECH II	11	73	$9.19	$7.06	$11.38
007.161-026	18005	ENGNRNG TECH III	13	94	$11.61	$9.93	$12.85
041.061-046	41047	ENTOMOLOGIST	14	3	$12.23	$10.81	$13.64
029.081-010	29027	ENVIRONMENTAL PGM SUPV	16	5	$15.16	$13.82	$16.17
029.167-014	5056	ENVNMT ENG MGR	17	3	$19.83	$19.83	$19.83
	29055	ENVNMT ENFORC OFF	16	1	$16.85	$16.85	$16.85
029.081-010	5052	ENVNMT ENG I	13	2	$12.23	$12.23	$12.23
029.081-010	5053	ENVNMT ENG II	14	2	$13.30	$13.30	$13.30
029.081-010	5054	ENVNMT ENG III	15	12	$14.84	$11.73	$16.70
029.081-010	5055	ENVNMT ENG IV	16	2	$18.27	$18.19	$18.35
189.167-030	29035	ENVNMT PGM MGR I	16	5	$14.71	$12.80	$18.19
189.167-030	29036	ENVNMT PGM MGR II	17	5	$16.58	$13.95	$17.82

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D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
199.167-022	29021	ENVNMT SPEC I	12	3	$9.25	$9.25	$9.25
199.167-022	29022	ENVNMT SPEC II	13	7	$10.25	$8.59	$11.42
199.167-022	29023	ENVNMT SPEC III	14	24	$11.13	$10.04	$15.20
199.167-022	29024	ENVNMT SPEC IV	15	24	$12.72	$11.73	$14.97
620.281-046	820002	EQUIP MECH II	10	1	$9.65	$9.65	$9.65
620.281-046	820003	EQUIP MECH III	11	1	$8.82	$8.82	$8.82
921.683-050	919007	● EQUIP OPER IV	11	1	$8.82	$8.82	$8.82
	820010	EQUIP SERV MGR I	16	1	$16.70	$16.70	$16.70
	820011	EQUIP SERV MGR II	17	1	$18.51	$18.51	$18.51
921.683-050	998500	● EQUIPMENT OPERATOR I	8	45	$10.69	$10.29	$11.07
921.683-050	998520	● EQUIPMENT OPERATOR II	9	121	$11.17	$10.68	$11.82
710.281-026	710001	EQ/INST RPR WRKR I	10	1	$10.53	$10.53	$10.53
188.137-010	20041	EVAL & RES BUR CHF	15	1	$13.42	$13.42	$13.42
169.167-014	75014	EXEC SEC ST BD OF NURS	17	1	$16.47	$16.47	$16.47
	188043	EXEC STAFF ASST	19	1	$21.51	$21.51	$21.51
189.117-010	169028	EXECUTIVE SECRETARY	17	3	$18.08	$13.95	$17.87
149.261-010	102020	EXHIBIT DESIGNER	13	2	$10.33	$9.23	$11.42
787.682-030	782001	FABRIC WORKER I	8	1	$9.18	$9.18	$9.18
787.682-030	782002	FABRIC WORKER II	10	2	$9.90	$9.27	$10.53
195.107-018	195111	FAMILY RESRCS SPEC	13	15	$10.77	$9.93	$12.63
168.167-018	79054	FIELD HEALTH OFFICER	14	3	$11.28	$10.81	$12.23
168.267-062	10004	FIELD INSPECTOR I	11	3	$8.82	$8.82	$8.82
168.267-062	10008	FIELD INSPECTOR II	12	2	$10.70	$9.25	$12.16
168.267-062	10005	FIELD INSPECTOR III	14	1	$12.98	$12.98	$12.98
188.137-010	899011	FIELD MAINT BUR CHF	18	11	$18.57	$16.99	$20.50
381.137-010	998907	● FIELD MAINT SUPV A	11	112	$12.07	$11.54	$12.47
381.137-010	998908	● FIELD MAINT SUPV B	12	19	$12.40	$12.00	$12.82
182.167-026	182005	FIELD PROJECT MGR	15	48	$14.27	$10.23	$15.60
189.267-010	168129	FIELD REP I	13	10	$10.55	$8.59	$13.28
189.267-010	168128	FIELD REP II	14	1	$14.10	$14.10	$14.10
	452011	FIELD TECH II	11	5	$9.63	$8.82	$10.84
	452012	FIELD TECH III	12	6	$10.10	$9.51	$10.80
208.362-010	206004	FILE CLERK	6	8	$6.45	$5.79	$7.01
222.367-026	223001	FILM LIBR CLERK I	6	1	$8.55	$8.55	$8.55
976.131-014	143006	FILM PROD SUPV	15	1	$13.82	$13.82	$13.82
168.267-062	169112	FINANCIAL INVEST I	11	7	$9.45	$8.82	$10.06
168.267-062	169113	FINANCIAL INVEST II	12	4	$11.11	$10.66	$11.57
168.267-062	169114	FINANCIAL INVEST III	13	2	$11.52	$11.18	$11.88

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State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
206.387-014	375033	FINGERPRINT TECH	9	2	$8.54	$7.68	$9.40
188.137-010	373012	FIRE MARSH BUR CHF	17	1	$13.95	$13.95	$13.95
166.227-010	373009	FIRE SERV INSTR I	14	1	$14.10	$14.10	$14.10
180.167-030	41024	FISH CULTURIST	12	15	$9.92	$8.05	$12.25
446.134-010	431006	FISH HATCHERY SUPV I	13	7	$12.38	$10.64	$13.51
446.134-010	431007	FISH HATCHERY SUPV II	14	2	$12.22	$11.35	$13.09
379.137-018	379009	FISH & GAME WARDEN CAPT	16	7	$16.24	$14.76	$17.28
379.167-010	379004	FISH & GAME WARDEN I	12	3	$9.03	$8.59	$9.25
379.167-010	379005	FISH & GAME WARDEN II	13	13	$9.98	$9.93	$10.23
379.167-010	379021	FISH & GAME WARDEN III	14	47	$12.54	$9.25	$14.34
379.137-018	379008	FISH & GAME WARDEN SERG	15	8	$13.82	$11.73	$15.60
205.367-026	431009	FISHERIES FLD WKR III	11	7	$10.34	$9.40	$11.46
041.061-030	41056	FISH/WILDLIFE BIOLOGIST	14	57	$12.48	$9.93	$14.70
379.167-011	41060	FISH/WILDLIFE PGM OFF	16	8	$15.16	$13.18	$16.32
379.167-010	41059	FISH/WILDLIFE PGM SPEC	15	8	$14.20	$13.26	$15.24
379.167-013	41063	FISH/WILDLIFE PROG OFF SUPV	17	1	$18.09	$18.09	$18.09
379.167-011	41061	FISH/WILDLIFE REG MGR 1	16	9	$15.78	$12.80	$17.14
379.167-013	41062	FISH/WILDLIFE REG MGR II	17	4	$17.56	$16.42	$18.09
379.167-010	41058	FISH/WILDLIFE REG SPEC	15	4	$14.48	$13.54	$15.73
	375060	FLEET & SUPPLY SUPV	14	1	$14.34	$14.34	$14.34
222.387-058	229004	FOOD DISTRB COORD	11	1	$9.87	$9.87	$9.87
222.387-058	229005	FOOD DISTRB SPEC	12	1	$9.51	$9.51	$9.51
906.683-022	919010	● FOOD SERV DRV/AIDE I	6	2	$8.91	$8.23	$7.58
906.683-022	919011	● FOOD SERV DRV/AIDE II	7	1	$8.97	$8.97	$8.97
311.677-010	311001	FOOD SERV WRKR I	5	27	$8.07	$5.45	$8.67
311.677-010	311002	FOOD SERV WRKR II	6	10	$8.68	$8.23	$8.16
319.137-010	319003	FOOD SRVC SUPV II	13	3	$10.77	$9.23	$12.85
319.137-010	319005	FOOD SRVC SUPV IV	15	1	$11.73	$11.73	$11.73
319.137-010	319006	FOOD SRVCS MGR	16	1	$12.91	$12.91	$12.91
311.677-010	311106	FOOD SVC TEMP CLASS	6	17	$8.99	$5.87	$9.22
311.677-010	311107	FOOD SVC TEMP CLASS	7	6	$7.88	$8.23	$8.87
311.677-010	311108	FOOD SVC TEMP CLASS	8	7	$7.92	$7.26	$8.80
311.677-010	311109	FOOD SVC TEMP CLASS	9	1	$9.84	$9.84	$9.84
070.061-010	29019	FORENSIC SCIENTIST*	16	8	$17.93	$17.87	$18.35
040.061-034	40012	FORESTER I	12	18	$9.84	$9.25	$11.57
040.061-034	40013	FORESTER II	13	25	$11.16	$9.93	$12.63
040.061-034	40015	FORESTRY PRGRM OFFCR	15	16	$14.15	$12.57	$15.10
040.061-034	40014	FORESTRY PRGRM SPEC	14	15	$11.91	$10.04	$14.22

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State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
452.364-010	441003	FORESTRY WORKER I	5	3	$7.47	$6.43	$8.62
452.364-010	441004	FORESTRY WORKER II	7	2	$7.37	$6.63	$8.12
184.267-010	184008	FREIGHT TRAFFIC TECH	10	1	$8.84	$8.84	$8.84
189.167-030	41020	FWP REGIONAL MGR	18	6	$19.07	$18.45	$19.73
710.131-014	3076	GAMING MCHN TSTR SUPV	16	1	$12.60	$12.60	$12.60
024.061-018	24005	GEOLOGIST	14	2	$10.81	$10.81	$10.81
024.061-019	24021	GEOTECH ENGNR. SPEC II	14	5	$12.74	$10.81	$14.46
024.061-020	24022	GEOTECH ENGNR. SPEC SUP V	15	1	$15.10	$15.10	$15.10
024.061-021	24023	GEOTECH SEC SUPV	17	1	$18.19	$18.19	$18.19
168.287-010	168093	GRAIN INPSECTOR II	11	2	$9.80	$9.53	$10.06
168.287-010	168092	GRAIN INSPECTOR I	10	4	$7.55	$7.06	$8.05
168.287-010	168094	GRAIN INSPECTOR III	12	1	$11.02	$11.02	$11.02
168.287-010	168095	GRAIN INSPECTOR IV	13	1	$12.12	$12.12	$12.12
	168096	GRAIN LAB SUPV	14	1	$12.76	$12.76	$12.76
141.061-018	141113	GRAPHIC DESIGN SPECIALIST 11	13	1	$12.16	$12.16	$12.16
141.061-018	141112	GRAPHIC DESIGN SPECIALIST I	12	1	$10.66	$10.66	$10.66
141.061-018	141114	GRAPHIC DESIGN SUPERVISOR	14	1	$12.93	$12.93	$12.93
979.382-018	141111	GRAPHIC DESIGN TECHNICIAN III	11	3	$8.70	$8.62	$8.86
979.382-018	141110	GRAPHIC DESIGN TEHCNICIAN II	10	1	$7.48	$7.48	$7.48
406.684-014	407001	● GROUNDSKEEPER I	6	1	$6.81	$6.81	$6.81
406.684-014	407002	● GROUNDSKEEPER II	8	4	$7.73	$7.06	$8.41
406.684-014	407005	● GROUNDSKEEPER SUPV II	10	1	$8.17	$8.17	$8.17
045.107-010	45014	GUIDANCE COUNSELOR	14	1	$11.59	$11.59	$11.59
168.267-058	379051	GVW CMPLANCE OFFCR II	13	4	$11.12	$10.23	$12.96
168.267-058	379050	GVW CMPLNCE OFFCR I	12	74	$9.80	$8.59	$11.83
168.167-090	379052	GVW OFF SUPV	14	5	$12.99	$11.35	$13.76
168.267-062	633010	GVW SCALE INSPECTOR	10	1	$9.21	$9.21	$9.21
355.377-018	355018	HAB RELIEF SUPV	13	5	$10.79	$10.02	$12.01
359.677-011	94030	HABILITATION SPEC	12	20	$9.38	$8.59	$12.16
	181050	HEALTH CARE NEEDS ANLST	14	1	$10.81	$10.81	$10.81
079.321-010	79037	HEALTH PHYSICIST	16	1	$12.80	$12.80	$12.80
189.167-030	79057	HEALTH SER MGR I	16	3	$16.18	$15.52	$16.70
	79056	HEALTH SER PGM SUPV	15	5	$13.64	$12.61	$14.54
202.362-010	202009	HEARING REPORTER	13	1	$10.02	$10.02	$10.02
119.107-010	169032	HEARINGS OFFCR II	15	11	$13.17	$10.88	$14.84
119.107-010	169033	HEARINGS OFFCR III	16	3	$15.77	$13.99	$17.00
119.107-010	169031	HEARINGS OFFICER I	14	1	$11.94	$11.94	$11.94
119.107-010	169120	HEARING/MEDIATION MGR	17	1	$16.76	$16.76	$16.76

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(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
078.361-030	29050	HISTO/CYTO TECH	10	1	$8.79	$8.79	$8.79
168.167-042	168031	HLTH CARE FAC SURVYR	14	17	$12.55	$12.49	$13.36
168.167-042	168032	HLTH CARE FAC SURVYR SUPV I	15	6	$13.16	$12.61	$14.12
168.167-042	168033	HLTH CARE FAC SURVYR SUPV II	16	1	$14.16	$14.16	$14.16
354.377-014	354001	HOME ATTENDANT	7	19	$7.62	$6.63	$8.34
354.377-014	354002	HOME ATTENDANT SUPV	9	2	$8.40	$7.53	$9.27
205.362-016	237004	HOSPITAL ADMISS CLK	7	4	$7.64	$6.63	$8.61
055.381-010	59005	HSTRC PRSRVTN OFF	14	4	$11.99	$10.81	$13.86
055.381-010	59007	HSTRC PRSRVTN PGM MGR	16	1	$14.46	$14.46	$14.46
168.167-014	168169	HUMAN RIGHTS OFF I	14	2	$11.08	$10.81	$11.35
168.167-014	168170	HUMAN RIGHTS OFF II	15	1	$12.35	$12.35	$12.35
166.267-046	195066	HUMAN SERV MGR I	16	13	$15.20	$12.91	$16.85
166.267-046	195067	HUMAN SERV MGR II	17	11	$16.33	$14.08	$17.93
209.362-026	219011	HUMAN SERVICES AIDE	7	22	$7.16	$6.16	$8.67
	168106	HUMAN SRVS PRGRM OFFCR	15	21	$13.02	$11.73	$15.73
375.263-016	375005	HWY PATROL CAPTAIN	16	5	$16.25	$15.70	$16.45
375.263-016	375004	HWY PATROL LIEUTENANT	15	7	$14.22	$12.67	$15.10
375.263-016	375002	HWY PATROL OFFICER I	13	47	$10.03	$9.23	$11.63
375.263-016	375014	HWY PATROL OFFICER II	14	118	$12.36	$9.23	$13.88
375.263-016	375003	HWY PATROL SERGEANT	14	20	$13.82	$12.34	$14.46
952.362-018	952005	HYDROELECTRIC PLANT OPERATOR	13	1	$12.70	$12.70	$12.70
631.131-010	952001	HYDROELECTRIC PLANT SUPER.	16	1	$15.12	$15.12	$15.12
024.061-034	24013	HYDROLOGIST	14	8	$10.75	$10.04	$11.12
168.137-010	375040	IDENTIFICATION BUR CHF	17	1	$16.96	$16.96	$16.96
377.264-010	375036	IDENTIFICATION SPEC	13	1	$13.05	$13.05	$13.05
	73016	IMPORT/EXPRT SEC SUPV	14	1	$13.76	$13.76	$13.76
	164010	INDUSTRIES MARKETING REPRESEN.	14	1	$10.81	$10.81	$10.81
	699007	INDUSTRY PROD MGR	16	1	$14.63	$14.63	$14.63
	699003	INDUSTRY SHOP SUPV I	13	1	$10.86	$10.86	$10.86
	699004	INDUSTRY SHOP SUPV II	14	1	$11.12	$11.12	$11.12
	699001	INDUSTRY TECH	11	1	$9.03	$9.03	$9.03
355.377-018	355030	INFIRMARY AIDE	10	4	$8.48	$7.48	$9.21
213.362-010	20095	INFO SYS SPEC-TRNE	11	1	$8.62	$8.62	$8.62
020.187-010	20122	INFO SYS. SPEC III-APP	15	10	$13.60	$10.81	$15.47
020.187-010	20112	INFO SYS. SPEC III-IMPL	15	14	$12.69	$11.25	$15.60
020.187-010	20102	INFO SYS. SPEC III-INT	15	3	$12.17	$11.59	$12.61
020.187-010	20121	INFO SYS. SPEC II-APP	14	13	$11.49	$9.23	$13.64
020.187-010	20111	INFO SYS. SPEC II-IMPL	14	16	$11.58	$9.93	$14.22

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D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
020.187–010	20101	INFO SYS. SPEC II–INT	14	3	$10.89	$10.04	$11.83
020.187–010	20123	INFO SYS. SPEC IV–APP	16	8	$14.75	$12.80	$16.56
020.187–010	20113	INFO SYS. SPEC IV–IMPL	16	11	$15.63	$13.74	$17.00
020.187–010	20103	INFO SYS. SPEC IV–INT	16	8	$15.76	$13.34	$17.14
020.187–010	20120	INFO SYS. SPEC I–APP	13	2	$9.93	$9.93	$9.93
020.187–010	20110	INFO SYS. SPEC I–IMPL	13	9	$10.04	$8.97	$11.76
020.187–010	20100	INFO SYS. SPEC I–INT	13	4	$10.17	$8.62	$11.76
	109060	INFOR SYS MGR	16	1	$13.91	$13.91	$13.91
188.117–106	165006	INFORMATION OFF I	14	6	$11.11	$10.81	$11.94
188.117–106	165007	INFORMATION OFF II	15	5	$13.91	$12.09	$15.60
188.117–106	165008	INFORMATION OFF III	16	5	$16.09	$15.07	$16.59
213.362–010	20097	INFORMATION SYSTEMS TECH. I	10	1	$8.27	$8.27	$8.27
213.362–010	20099	INFORMATION SYSTEMS TECH. III	12	2	$8.61	$8.59	$8.62
079.361–010	79044	INHALATION THERAPIST	13	1	$12.52	$12.52	$12.52
168.287–010	168014	INSPCT/INVST MEAT/PLTRY	14	1	$10.81	$10.81	$10.81
166.117–018	166047	INST PERSONNEL MGR	18	1	$20.34	$20.34	$20.34
195.107–030	195201	INST SOC WRKR II	13	20	$10.71	$9.23	$13.05
195.167–038	45002	INSTITUTION SERV MGR I	16	4	$13.38	$12.80	$14.76
195.167–038	45003	INSTITUTION SERV MGR II	17	6	$15.63	$11.73	$17.78
	45001	INSTITUTION SERV SUPV	15	2	$13.53	$12.09	$14.97
169.267–014	168175	INSURANCE EXAMINER I	13	1	$9.93	$9.93	$9.93
169.267–014	168176	INSURANCE EXAMINER II	14	1	$12.19	$12.19	$12.19
241.217–010	168185	INSURANCE INVESTIGATOR	15	1	$12.71	$12.71	$12.71
050.067–010	165080	INTN'TL AFFAIRS COORDINATOR	18	1	$15.23	$15.23	$15.23
189.117–014	20210	INVESTMENT RESEARCH MGR.	17	1	$14.37	$14.37	$14.37
195.107–018	195116	IPP SPEC	14	2	$11.77	$11.35	$12.19
	20009	ISD ASST ADMIN	17	1	$18.35	$18.35	$18.35
213.685–010	213014	I/O CONTROLLER I	9	1	$9.84	$9.84	$9.84
213.685–010	213015	I/O CONTROLLER II	11	1	$10.77	$10.77	$10.77
188.117–070	41	JUDICIAL–ADMIN	0	3	$22.22	$17.75	$26.53
201.362–030	46	JUDICIAL–CLERICAL	0	11	$8.11	$6.99	$10.37
	45	JUDICIAL–PARAPROF	0	4	$11.20	$9.89	$12.71
	42	JUDICIAL–PROF	0	22	$13.04	$9.93	$26.53
	43	JUDICIAL–TECH	0	3	$9.10	$8.68	$9.67
169.207–010	169075	LABOR MEDIATOR	16	3	$14.52	$12.80	$15.39
166.167–034	166061	LABOR RELAT SPEC II	15	1	$11.73	$11.73	$11.73
166.167–034	166062	LABOR RELAT SPEC III	16	1	$11.73	$11.73	$11.73
199.364–014	29003	LABORATORY AIDE II	8	5	$7.75	$7.06	$8.30

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D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
022.137-010	29030	LABORATORY SERV MGR I	16	2	$14.25	$13.74	$14.76
022.137-010	29031	LABORATORY SERV MGR II	17	4	$17.49	$17.06	$17.93
199.364-014	29004	LABORATORY TECH I	9	3	$7.83	$7.53	$8.44
199.364-014	29005	LABORATORY TECH II	10	2	$7.55	$7.06	$8.05
199.364-014	29006	LABORATORY TECH III	11	1	$10.84	$10.84	$10.84
899.684-046	998905	LABORER	5	6	$9.58	$9.16	$9.75
381.687-014	899015	● LABORER I	5	1	$7.02	$7.02	$7.02
381.687-014	899016	● LABORER II	6	2	$7.22	$7.15	$7.29
381.687-014	899017	● LABORER III	7	1	$6.82	$6.82	$6.82
186.117-058	191032	LAND AGENT	14	1	$10.04	$10.04	$10.04
188.167-010	191053	LAND APPRAISER	13	1	$11.08	$11.08	$11.08
199.167-014	13020	LAND MGMT PRGRM SPEC	14	3	$10.55	$10.04	$10.81
199.167-014	13021	LAND MGMT PROGRAM OFFICER	15	2	$12.36	$11.84	$12.87
237.367-026	191033	LAND SECTION SUPERVISOR	16	1	$14.76	$14.76	$14.76
013.061-014	13018	LAND USE SPEC I	12	2	$10.08	$8.59	$11.57
013.061-014	13019	LAND USE SPEC II	13	6	$10.06	$9.23	$10.88
001.061-018	1008	LANDSCAPE ARCHITECT	14	1	$11.12	$11.12	$11.12
375.387-010	375036	LATENT PRINT EXMNR	13	1	$10.23	$10.23	$10.23
361.137-010	361007	LAUNDRY SUPV	13	1	$10.93	$10.93	$10.93
361.685-018	361002	LAUNDRY WORKER I	6	1	$6.23	$6.23	$6.23
361.685-018	361005	LAUNDRY WORKER II	7	19	$6.88	$6.83	$7.45
361.685-018	361003	LAUNDRY WORKER III	8	5	$8.42	$7.92	$9.22
361.685-018	361004	LAUNDRY WORKER IV	9	2	$9.85	$9.78	$9.91
168.117-070	379012	LAW ENF DIV ASST ADMIN	17	1	$18.68	$18.68	$18.68
110.107-010	110002	LAWYER II	15	2	$11.73	$11.73	$11.73
110.107-010	110003	LAWYER III	17	7	$14.49	$12.92	$16.76
110.107-010	110008	LAWYER IV	18	2	$14.67	$14.11	$15.23
110.107-010	110009	LAWYER V	19	2	$18.51	$17.12	$19.90
110.107-010	110010	LAWYER VI	20	1	$19.89	$19.89	$19.89
188.137-010	169173	LCNS BUR CHF-F&G	17	1	$18.35	$18.35	$18.35
119.267-022	168154	LEGAL INVESTIGATOR	13	2	$10.34	$9.93	$10.74
	31	LEGISLATIVE-ADMIN	0	13	$18.50	$7.53	$25.99
201.362-030	36	LEGISLATIVE-CLERICAL	0	10	$9.35	$7.53	$13.25
	32	LEGISLATIVE-PROF	0	78	$13.97	$9.25	$25.41
	33	LEGISLATIVE-TECH	0	6	$10.26	$8.61	$12.10
	35	LEGISLATIVE/PARAPROF	0	3	$10.18	$8.01	$11.45
100.127-014	100024	LIBRARIAN I	12	3	$10.49	$9.50	$11.19
100.127-014	100025	LIBRARIAN II	13	1	$11.42	$11.42	$11.42

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(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
100.127-014	100028	LIBRARIAN III	14	2	$13.10	$12.71	$13.48
249.367-046	249006	LIBRARY CLERK II	7	4	$8.87	$8.63	$7.59
100.117-010	100028	LIBRARY SRVCS MGR	16	4	$13.75	$10.81	$15.39
100.367-018	249022	LIBRARY TECH I	9	3	$8.28	$7.53	$9.71
100.367-018	249023	LIBRARY TECH II	10	4	$8.46	$8.05	$9.39
100.367-018	249024	LIBRARY TECH III	11	3	$9.80	$9.67	$9.67
168.267-066	169055	LICENSING SEC SUPV	13	1	$10.02	$10.02	$10.02
188.137-010	169064	LICNSNG BUR CHF	16	1	$13.87	$13.87	$13.87
205.367-034	169241	LICNSNG/CERT SPEC I	11	10	$9.59	$8.62	$11.38
205.367-034	169242	LICNSNG/CERT SPEC II	12	12	$10.45	$9.25	$11.34
168.267-066	169243	LICNSNG/CERT SUPV	15	1	$14.54	$14.54	$14.54
205.367-034	169240	LICNSNG/CERT TECH	10	4	$8.18	$7.53	$8.79
195.367-046	195055	LIFESKILLS ATTEND I	9	6	$7.53	$7.53	$7.53
195.367-046	195056	LIFESKILLS ATTEND II	10	4	$8.43	$8.05	$9.03
299.367-014	982902	LIQUOR STORE CLERK 2	4	17	$8.43	$8.34	$8.52
185.167-062	981804	LIQUOR STORE MGR 4	5	3	$8.94	$8.69	$9.37
185.167-062	981805	LIQUOR STORE MGR 5	6	6	$9.38	$9.31	$9.44
185.167-062	981806	LIQUOR STORE MGR 6	7	11	$10.08	$9.90	$10.20
185.167-062	981807	LIQUOR STORE MGR 7	8	5	$10.83	$10.73	$10.89
	73015	LIVESTOCK IMP/EXP INSP	12	1	$10.59	$10.59	$10.59
168.267-062	168100	LIVESTOCK INVSTGR SUPV	13	19	$11.83	$9.23	$12.74
709.281-010	709001	LOCKSMITH I	10	1	$8.79	$8.79	$8.79
	195087	LONG TERM CARE SPEC	13	7	$10.60	$9.93	$11.42
168.267-062	168157	LOTTERY INVESTIGATOR	14	1	$11.02	$11.02	$11.02
165.167-010	163007	LOTTERY MARKETING REP I	13	10	$9.93	$9.93	$9.93
163.117-018	163015	LOTTERY MRKTNG MGR	18	1	$15.23	$15.23	$15.23
163.167-018	163013	LOTTERY SALES MANAGER	18	1	$12.80	$12.80	$12.80
079.374-014	79001	LPN I	9	5	$7.63	$7.53	$8.05
079.374-014	79002	LPN II	10	57	$8.63	$7.48	$10.67
079.374-014	79003	LPN III	11	30	$9.74	$7.53	$11.29
600.280-042	996301	MACHINIST/MECHANIC	10	65	$11.58	$11.05	$11.95
600.280-022	996001	MACHINIST/MILLWRIGHT	11	1	$12.36	$12.36	$12.36
209.587-026	231002	MAIL CLERK II	8	13	$8.44	$5.79	$7.79
209.587-026	231003	MAIL CLERK III	8	8	$7.64	$7.08	$8.86
209.137-010	231004	MAIL CLERK SUPV	9	4	$7.88	$7.53	$8.22
381.137-010	899022	● MAINTENANCE SERV MGR I	16	2	$13.39	$12.91	$13.87
381.137-010	899023	● MAINTENANCE SERV MGR II	17	1	$17.36	$17.36	$17.36
950.382-026	999508	MAINTENANCE STA ENGINEER FRMN	9	3	$11.38	$11.36	$11.41

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(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
950.382-026	999501	MAINTENANCE STAT ENGINEER	8	12	$10.71	$9.85	$11.02
899.133-010	899005	MAINTENANCE SUPV I	12	9	$10.89	$9.25	$12.77
899.133-010	899008	MAINTENANCE SUPV II	13	2	$12.63	$11.42	$13.84
899.133-010	899007	MAINTENANCE SUPV III	14	6	$12.28	$10.81	$13.78
824.681-010	998932	MAINTENANCE WKR/ELECTRICAL	17	1	$10.27	$10.27	$10.27
899.381-010	998930	MAINTENANCE WKR/GENERAL	15	3	$8.94	$8.43	$9.21
709.281-010	998931	MAINTENANCE WKR/LOCKSMITH	16	1	$9.87	$9.87	$9.87
899.381-010	998920	MAINTENANCE WORKER	7	1	$10.55	$10.55	$10.55
899.381-010	899001	MAINTENANCE WRKR I	8	8	$8.13	$7.25	$8.98
899.381-010	899002	MAINTENANCE WRKR II	9	21	$8.20	$6.99	$9.78
899.381-010	899003	MAINTENANCE WRKR III	10	11	$9.13	$7.48	$11.42
899.381-010	899004	MAINTENANCE WRKR IV	11	5	$9.78	$8.88	$10.84
161.167-010	181163	MANAGEMENT ANLST I	13	2	$11.41	$10.44	$12.38
161.167-010	181164	MANAGEMENT ANLST II	14	9	$12.04	$9.23	$14.46
161.167-010	181165	MANAGEMENT ANLST III	15	8	$13.00	$11.73	$14.84
161.167-010	181168	MANAGEMENT ANLST IV	16	1	$14.18	$14.18	$14.18
019.061-014	19047	MATERIALS SUPV	15	5	$14.87	$13.78	$15.73
020.067-022	20044	MATH STATISTICIAN	15	1	$12.09	$12.09	$12.09
019.161-014	19036	MAT'LS LAB AIDE II	8	2	$7.06	$7.06	$7.06
019.061-014	19041	MAT'LS LAB SPEC II	13	4	$11.60	$9.93	$13.17
019.061-014	19044	MAT'LS LAB SUPV II	13	14	$11.43	$9.93	$12.74
019.161-014	19037	MAT'LS LAB TECH I	10	8	$8.14	$7.06	$10.11
019.161-014	19038	MAT'LS LAB TECH II	11	28	$9.35	$8.62	$11.46
019.161-014	19039	MAT'LS LAB TECH III	12	4	$10.21	$9.25	$11.29
168.287-010	168010	MEAT INSPECTOR I	11	6	$8.60	$8.01	$9.10
168.287-010	168013	MEAT INSPECTOR II	12	1	$9.25	$9.25	$9.25
007.061-014	7001	MECHANICAL ENG I	13	1	$9.23	$9.23	$9.23
007.061-014	7002	MECHANICAL ENG II	14	2	$10.82	$10.04	$11.59
007.061-014	7003	MECHANICAL ENG III	15	2	$12.04	$11.73	$12.35
168.137-010	862008	MECHANICAL SFTY BUR CHF	15	1	$12.09	$12.09	$12.09
600.280-042	996303	MECHANIC/MACH FRMN	11	1	$12.03	$12.03	$12.03
	70019	MEDICAL ADVISOR	23	1	$27.26	$27.26	$27.26
078.161-010	78002	MEDICAL LAB SUPV	15	1	$14.97	$14.97	$14.97
245.362-010	249011	MEDICAL REC CLERK	7	8	$8.11	$6.96	$8.73
079.367-014	249012	MEDICAL REC TECH I	8	1	$7.06	$7.06	$7.06
079.367-014	249013	MEDICAL REC TECH II	9	2	$8.84	$7.90	$9.78
079.167-014	79034	MEDICAL RECORDS ADMIN	12	4	$10.72	$10.37	$10.96
078.361-014	78008	MEDICAL TECHNLGST II	14	5	$13.15	$12.49	$13.64

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(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
012.067-010	29015	METROLOGIST	12	1	$10.10	$10.10	$10.10
	181072	MGMT INFO SPEC	12	1	$9.03	$9.03	$9.03
041.061-058	41035	MICROBIOLOGIST II	12	6	$8.92	$8.59	$9.25
041.061-058	41033	MICROBIOLOGIST III	13	8	$11.63	$9.93	$12.63
041.061-058	41034	MICROBIOLOGIST IV	14	3	$12.09	$11.12	$12.98
976.385-010	979001	MICROFILM CLERK I	6	12	$6.76	$5.79	$7.97
976.385-010	979002	MICROFILM CLERK II	8	3	$7.81	$6.55	$9.22
	12045	MICRO-COMPUTER SPEC	12	1	$9.70	$9.70	$9.70
	64	MILITIA-PROT. SERV.	0	27	$7.01	$5.88	$9.19
166.167-050	94040	MNTL RETRD'N SPEC	15	8	$11.90	$11.73	$12.99
165.067-010	164005	MONT PROMO ASST	9	1	$7.74	$7.74	$7.74
163.117-018	164001	MONT PROMO OFFCR I	14	3	$11.50	$10.04	$13.64
163.117-018	164002	MONT PROMO OFFCR II	15	2	$11.73	$11.73	$11.73
163.117-018	164003	MONT PROMO OFFCR III	16	1	$11.73	$11.73	$11.73
184.117-014	169047	MOTOR POOL SUPV	11	1	$11.40	$11.40	$11.40
	219024	MOTOR VEH DIV OFF SUPV	12	3	$11.31	$11.19	$11.57
379.364-010	168075	MOTOR VEH SAFTY INSP II	12	11	$11.06	$9.51	$12.43
379.364-010	168076	MOTOR VHCL SAFETY INSP. SUPV	13	2	$12.74	$12.74	$12.74
188.117-042	187027	MT ARTS COUNCIL EXEC DIR	18	1	$19.22	$19.22	$19.22
109.167-010	102006	MUSEUM C'LLCTNS SPEC II	12	1	$9.50	$9.50	$9.50
109.367-010	102009	MUSEUM INFOR ASST	8	2	$7.16	$7.06	$7.26
102.017-010	102018	MUSEUM MGR	16	1	$12.91	$12.91	$12.91
372.667-034	102010	● MUSEUM SECURITY OFF	9	1	$7.96	$7.96	$7.96
076.127-014	79041	MUSIC THERAPIST	14	1	$10.81	$10.81	$10.81
075.374-010	75010	NURSE EXCEPTION	14	3	$11.78	$10.81	$13.64
075.374-010	75011	NURSE EXCEPTION	15	20	$11.61	$7.53	$15.60
075.374-010	75012	NURSE EXCEPTION	16	23	$13.88	$7.53	$16.32
075.374-010	75013	NURSE EXCEPTION	17	6	$16.15	$14.37	$17.62
075.117-014	75030	NURSE MGR-EXCEPTION	17	2	$17.88	$17.57	$18.19
075.121-010	75002	NURSE PROF II	13	2	$13.32	$12.52	$14.12
075.127-022	75004	NURSE PROF SUPV	15	2	$12.42	$10.88	$13.95
075.127-014	75019	NURSE PUB HLTH CNSLT I	15	2	$13.47	$11.73	$15.20
075.127-014	75020	NURSE PUB HLTH CNSLT II	16	1	$12.80	$12.80	$12.80
075.124-014	75017	NURSE PUB HLTH II	13	1	$11.21	$11.21	$11.21
075.137-010	75028	NURSING SERV MGR II	17	1	$20.34	$20.34	$20.34
188.137-010	168041	OCCUP HLTH BUR CHF	17	1	$14.98	$14.98	$14.98
076.121-010	79005	OCCUP THERAPIST	14	1	$11.94	$11.94	$11.94
209.562-011	219005	OFFICE CLERK II	5	3	$5.65	$5.45	$8.05

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(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
169.167–034	169015	OFFICE SUPV I	9	1	$7.59	$7.59	$7.59
169.167–034	169016	OFFICE SUPV II	10	14	$9.25	$8.05	$10.53
169.167–034	169017	OFFICE SUPV III	11	10	$9.83	$8.82	$11.21
	12039	OFFICE SYSTEMS TECH I	10	2	$8.63	$8.05	$9.21
	12040	OFFICE SYSTEMS TECH II	11	3	$7.94	$7.48	$8.88
	121	OIL & GAS CONSER BD–ADMIN	0	1	$28.25	$28.25	$28.25
	122	OIL & GAS CONSER BD–PROF	0	3	$18.92	$11.94	$20.44
076.221–010	94020	ORIENT & MOBIL SPEC	13	3	$10.35	$9.93	$11.18
	141	OTHER/PROF–ADMIN	0	1	$20.66	$20.66	$20.66
840.381–010	998401	● PAINTER	9	11	$11.28	$11.08	$11.47
840.381–010	840001	● PAINTER, MTNCE I	10	1	$8.05	$8.05	$8.05
840.131–010	998402	PAINTER FOREMAN	10	5	$11.53	$11.14	$11.82
119.267–026	119004	PARALEGAL ASSISTANT I	11	1	$9.25	$9.25	$9.25
119.267–026	119005	PARALEGAL ASSISTANT II	12	9	$9.82	$8.59	$12.06
188.167–022	188071	PARK OPER SPEC I	12	8	$9.35	$8.62	$9.77
188.167–022	188072	PARK OPER SPEC II	13	3	$11.24	$10.23	$13.05
188.167–022	188073	PARK OPER SUPV I	14	3	$12.12	$10.81	$14.10
189.167.030	188074	PARK PROGRAM MGR	18	7	$15.01	$11.88	$16.85
891.137–010	891001	PARKS MAINT SUPV I	12	8	$10.73	$9.51	$12.34
891.137–010	891002	PARKS MAINT SUPV II	13	1	$10.64	$10.64	$10.64
222.367–042	185020	PARTS TECHNICIAN	10	1	$8.05	$8.05	$8.05
070.061–010	73003	PATHLGY PARTHLOGY SUPV	20	1	$22.22	$22.22	$22.22
357.673–010	999005	PATIENT TRANSPORT DRIVER	7	2	$10.66	$10.62	$10.68
215.482–010	215003	PAYROLL CLERK	8	5	$7.56	$7.06	$8.41
215.137–014	215005	PAYROLL SUPV	10	4	$9.36	$8.79	$10.04
215.482–010	215004	PAYROLL TECH	9	9	$7.92	$6.99	$9.21
166.117–018	101	PERSL STAFF/E.O.–ADMIN	0	43	$18.39	$9.82	$27.78
209.362–026	106	PERSL STAFF/E.O.–CLERICAL	0	4	$10.84	$9.98	$11.98
209.362–026	105	PERSL STAFF/E.O.–PARAPROF	0	5	$9.92	$8.05	$13.08
166.267–046	102	PERSL STAFF/E.O.–PROF	0	21	$18.15	$10.73	$25.00
188.117–034	108	PERSL STAFF/E.O.–SER/MAINT	0	1	$8.30	$8.30	$8.30
209.362–026	166056	PERSONNEL ASST	11	5	$9.18	$8.62	$10.14
166.117–018	166064	PERSONNEL OFFICER I	15	8	$13.68	$12.35	$14.92
166.117–018	166072	PERSONNEL OFFICER II	18	7	$15.08	$12.80	$17.00
189.167–030	166073	PERSONNEL PRGRM MGR	17	3	$18.70	$16.42	$16.91
209.362–026	166057	PERSONNEL SPEC I	12	4	$10.29	$8.59	$11.66
209.362–026	166058	PERSONNEL SPEC II	13	17	$10.23	$8.59	$12.27
209.362–026	166055	PERSONNEL SPEC III	14	1	$13.09	$13.09	$13.09

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D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
209.132-010	166059	PERSONNEL SPEC SUPV	15	2	$11.91	$11.73	$12.09
209.362-026	166023	PERSONNEL TECH I	9	2	$7.62	$7.74	$7.90
209.362-026	166024	PERSONNEL TECH II	10	11	$8.89	$7.48	$10.04
168.267-098	168080	PESTICIDE SPEC I	12	7	$9.25	$8.59	$10.37
168.267-042	74007	PHARMACIST INSPECTOR	17	1	$17.62	$17.62	$17.62
207.685-014	162013	PHOTOCOPY POOL COORD	10	1	$8.05	$8.05	$8.05
143.062-026	143013	PHOTOGRAPHER ARCHIVAL	13	1	$10.86	$10.86	$10.86
143.062-030	976005	PHOTOGRAPHY AIDE	7	1	$6.63	$6.63	$6.63
976.137-010	143004	PHOTOGRAPHY SEC ASST SUPV	13	1	$11.42	$11.42	$11.42
976.137-010	143003	PHOTOGRAPHY SEC SUPV	15	1	$13.66	$13.66	$13.66
650.582-022	650004	PHOTOTYPESETTER II	10	2	$8.42	$8.05	$8.79
018.261-026	18162	PHTGRMMTRC TECH I	12	1	$9.25	$9.25	$9.25
018.261-026	18164	PHTGRMMTRC TECH II	13	1	$11.65	$11.65	$11.65
076.121-014	79048	PHYSICAL THER SUPV	15	1	$16.41	$16.41	$16.41
076.224-010	79008	PHYSICAL THER TECH I	8	2	$8.00	$7.92	$8.08
076.224-010	79009	PHYSICAL THER TECH II	10	2	$9.74	$9.03	$10.45
079.364-018	70025	PHYSICIANS ASSISTANT*	17	2	$16.21	$15.80	$16.61
070.101-074	999901	PHYSICIAN-FULL CREDENTIAL	31	3	$34.93	$31.91	$40.39
070.101-078	999902	PHYSICIAN-SPECIALIST	32	2	$50.27	$49.28	$51.26
196.263-014	196011	PILOT AND AIRCRAFT UNIT MGRII	17	1	$17.62	$17.62	$17.62
196.263-014	196002	PILOT II	14	3	$12.32	$10.81	$14.34
196.263-014	196003	PILOT III	15	3	$14.67	$13.54	$16.00
196.263-014	196010	PILOT/AIRCRAFT UNIT MGR	16	2	$15.91	$15.12	$16.70
168.167-030	1010	PLAN REVIEWER	15	2	$11.91	$11.73	$12.09
012.167-050	199006	PLANNER II	12	2	$9.81	$9.25	$10.37
012.167-050	199007	PLANNER III	13	2	$9.59	$9.25	$9.93
012.167-050	199008	PLANNER IV	14	13	$11.31	$10.81	$12.96
012.167-050	199009	PLANNER V	15	3	$14.06	$11.73	$15.47
161.167-010	199045	PLANNING MGR I	16	3	$15.26	$12.80	$17.00
161.167-010	199046	PLANNING MGR II	17	6	$16.82	$14.37	$18.51
188.167-110	199041	PLANNING TECH I	9	1	$7.53	$7.53	$7.53
188.167-110	199042	PLANNING TECH II	10	1	$8.05	$8.05	$8.05
188.167-110	199043	PLANNING TECH III	11	5	$9.10	$8.27	$11.38
862.381-030	998603	● PLUMBER	12	7	$11.73	$7.06	$12.62
862.381-030	862002	● PLUMBER, MTNCE I	11	1	$9.67	$9.67	$9.67
862.131-018	998604	PLUMBER FOREMAN	13	1	$12.96	$12.96	$12.96
379.267-010	451003	PRED ANML RDNT CNTRLR	14	2	$12.58	$12.18	$12.98
188.117-054	195047	PRE-RELEASE CTR DIR	15	2	$12.93	$12.61	$13.26

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(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
	162050	PRINTING COORDINATOR	14	1	$10.90	$10.90	$10.90
659.130-010	979003	PRINTING PROD SUPV	15	2	$13.94	$13.82	$14.07
207.137-010	650010	PRINTING SRVCS MGR	17	1	$18.35	$18.35	$18.35
195.167-030	195017	PROB & PAROLE OFF	13	45	$10.61	$8.59	$12.59
195.107-046	195019	PROB & PAROLE REG SUPV	15	4	$13.59	$12.35	$14.24
213.132-010	213024	PRODUCTION CNTRL SEC SUPV	13	1	$12.63	$12.63	$12.63
221.167-018	213032	PRODUCTION CNTRL SPEC	11	1	$10.77	$10.77	$10.77
	187109	PROGRAM ASST I	9	43	$7.77	$6.55	$9.40
	187110	PROGRAM ASST II	10	29	$8.60	$7.48	$10.81
	187111	PROGRAM ASST III	11	20	$9.56	$8.62	$11.29
187.117-046	187009	PROGRAM COORD	10	1	$10.45	$10.45	$10.45
189.167-030	187114	PROGRAM OFF I	14	31	$11.39	$10.04	$14.22
189.167-030	187115	PROGRAM OFF II	15	34	$12.97	$10.88	$15.60
	187112	PROGRAM SPEC I	12	18	$9.93	$9.25	$12.25
	187113	PROGRAM SPEC II	13	29	$10.92	$9.93	$13.28
012.167-066	12008	PROGRMR/ANALYST I	13	5	$10.02	$9.23	$10.64
012.167-066	12009	PROGRMR/ANALYST II	14	7	$10.59	$10.04	$10.81
012.167-066	12010	PROGRMR/ANALYST III	15	19	$13.68	$11.25	$16.00
	5030	PROJECT CTRL TECH I	12	2	$9.51	$9.51	$9.51
	5031	PROJECT CTRL TECH II	13	1	$11.52	$11.52	$11.52
249.367-034	168180	PROJECT EVALUATOR	14	5	$12.18	$10.81	$13.88
188.117-122	162014	PROPERTY AGENT	13	1	$12.52	$12.52	$12.52
419.487-010	209210	PROPERTY TAX ASSISTANT	9	6	$7.96	$6.55	$9.78
219.487-010	209200	PROPERTY TAX CLERK I	7	2	$8.42	$7.59	$9.25
219.487-010	209201	PROPERTY TAX CLERK II	8	93	$7.60	$6.16	$9.33
219.487-010	209202	PROPERTY TAX CLERK III	9	2	$7.90	$7.74	$8.05
241.367-042	209205	PROPERTY TAX CLERK SUPV I	10	5	$9.58	$8.05	$10.36
241.367-042	209206	PROPERTY TAX CLERK SUPV II	11	4	$9.70	$9.03	$10.34
195.107-034	195012	PSYCH SOC WRKR I	14	1	$9.93	$9.93	$9.93
195.107-034	195013	PSYCH SOC WRKR II	15	5	$12.09	$10.81	$14.54
045.107-022	45117	PSYCHOLOGIST	17	5	$15.20	$14.54	$16.13
045.107-022	45115	PSYCHOLOGY SPEC I	15	7	$13.92	$11.73	$14.84
	136	PT WORKERS/INSTIT-SER/MAINT	0	16	$3.24	$1.66	$3.93
079.117-014	79015	PUBLIC HLTH ED II	13	1	$9.23	$9.23	$9.23
079.117-014	79017	PUBLIC HLTH ED SPEC II	15	1	$11.73	$11.73	$11.73
077.127-010	77007	PUBLIC HLTH NUTRST III	15	2	$12.35	$12.09	$12.61
189.167-010	79033	PUBLIC HLTH SANIT CNSLT	15	4	$13.11	$10.68	$14.97
165.067-010	165023	PUBLIC INFOR MGR	17	1	$17.78	$17.78	$17.78

State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
132.017-018	132005	PUBLICATIONS MGR	16	1	$13.91	$13.91	$13.91
165.067-010	131012	PUBLICITY SPEC II	12	1	$9.25	$9.25	$9.25
162.167-022	162024	PURCH & SUPPLY SUPV	15	2	$13.49	$12.87	$14.12
162.157-038	162018	PURCHASING AGENT I	13	5	$10.45	$9.93	$11.42
162.157-038	162033	PURCHASING AGENT II	14	1	$12.44	$12.44	$12.44
162.157-038	162023	PURCHASING SRVCS. MGR I	16	1	$15.98	$15.98	$15.98
162.157-038	162021	PURCHASING SRVS MGR II	17	1	$16.91	$16.91	$16.91
188.137-010	169065	PURCHASING/DIST BUR CHF	16	1	$14.46	$14.46	$14.46
249.367-066	162007	PURCHASING/SUPPLY ASST. I	9	4	$8.28	$7.53	$9.78
249.367-066	162008	PURCHASING/SUPPLY ASST. II	10	7	$8.78	$8.27	$9.21
162.157-038	162010	PURCHASING/SUPPLY SPEC. I	12	6	$10.06	$9.25	$12.06
162.117-014	162123	PURCHASING/SUPPLY SPEC. II	13	1	$10.53	$10.53	$10.53
162.157-038	162022	PURCH/SUPPLY SRVCS MGR	16	1	$14.76	$14.76	$14.76
161.167-010	168000	QUALITY CNTRL REV SUPV	14	1	$11.12	$11.12	$11.12
161.167-011	168001	QUALITY CNTRL REVIEWER	11	12	$10.10	$8.86	$10.84
378.267-014	378014	RADLGCL DEFENSE OFF	15	1	$13.82	$13.82	$13.82
078.362-026	78006	RADLGCL TECHNLGST II	11	1	$11.42	$11.42	$11.42
078.362-026	78007	RADLGCL TECHNLGST III	13	1	$13.17	$13.17	$13.17
168.267-018	184025	RAILROAD OPERTNS OFF	16	1	$16.56	$16.56	$16.56
410.131-022	413014	RANCH FOREMAN II	13	4	$10.81	$10.23	$11.90
410.131-022	413012	RANCH MGR I	14	1	$13.68	$13.68	$13.68
410.131-022	413013	RANCH MGR II	17	1	$16.61	$16.61	$16.61
410.131-022	413112	RANCH SUPV	12	1	$8.59	$8.59	$8.59
222.387-050	992203	RECEIVING CLERK	7	1	$10.61	$10.61	$10.61
237.367-038	237002	RECEPTIONIST I	6	7	$8.75	$8.23	$8.11
237.367-038	237003	RECEPTIONIST II	7	30	$6.75	$8.16	$7.59
929.131-010	40053	RECLAMATION PROGRAM SUPV	16	8	$14.03	$12.80	$15.39
929.687-022	40051	RECLAMATION SPEC II	14	8	$11.39	$10.81	$13.38
161.117-014	101004	RECORDS MGMT SEC SUPV	15	1	$14.54	$14.54	$14.54
206.137-010	101006	RECORDS OPER COORD I	12	2	$10.92	$10.17	$11.66
206.137-010	101008	RECORDS OPER COORD II	13	1	$11.42	$11.42	$11.42
161.117-014	101005	RECORDS SUPV	14	2	$12.32	$10.99	$13.64
206.367-014	206013	RECORDS TECH I	9	4	$7.41	$7.06	$7.53
206.367-014	206014	RECORDS TECH II	10	3	$8.37	$8.05	$8.79
076.124-014	79011	RECREATION THERAPIST	14	8	$12.18	$10.81	$13.64
076.124-014	79048	RECREATION THERAPIST SUPV	15	1	$14.84	$14.84	$14.84
188.167-062	169077	REC/PRKS ASST ADMIN	17	1	$14.80	$14.80	$14.80
904.383-010	999004	● REEFER OVER ROAD TRUCK DRIVER	8	1	$11.01	$11.01	$11.01

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of State Wage Data" information on page 45.

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(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
189.167-030	168115	REGULATORY PGM MGR I	16	10	$14.99	$12.80	$17.00
189.167-030	168116	REGULATORY PGM MGR II	17	11	$18.82	$13.95	$20.00
355.377-018	355101	REHAB AIDE I	8	20	$7.62	$6.55	$9.22
355.377-018	355102	REHAB AIDE II	9	13	$9.03	$7.40	$9.84
355.377-018	355103	REHAB AIDE III	10	8	$9.20	$8.11	$10.04
076.117-010	45040	REHAB CNSLR SUPV I	14	9	$12.73	$10.81	$13.76
045.107-042	45080	REHAB CNSLR-DEAF	13	1	$10.86	$10.86	$10.86
078.221-010	94014	REHAB TCHR (VIS IMP)	13	2	$10.34	$9.93	$10.74
188.137-010	169005	REIMBURSEMENT BUR CHF	16	1	$16.17	$16.17	$16.17
	29161	REMOTE SENSING SPEC	14	1	$10.81	$10.81	$10.81
920.687-146	992202	REPACK/CHECKER	7	1	$10.81	$10.81	$10.81
976.361-010	979005	REPROGRAPHIC TECHNICIAN II	11	3	$9.58	$8.62	$10.06
199.364-014	199051	RESEARCH AIDE II	8	1	$6.55	$6.55	$6.55
199.364-014	199055	RESEARCH ASST II	11	1	$11.21	$11.21	$11.21
189.117-014	199019	RESEARCH PGM MGR	14	1	$14.10	$14.10	$14.10
189.117-014	199057	RESEARCH SPEC I	12	3	$10.01	$9.32	$11.02
189.117-014	199058	RESEARCH SPEC II	13	2	$11.12	$10.23	$12.01
189.117-014	199059	RESEARCH SPEC III	14	15	$11.75	$10.04	$14.46
189.117-014	199060	RESEARCH SPEC IV	15	5	$13.96	$11.84	$15.47
050.117-010	199064	RESEARCH & ANALYSIS MGR I	16	1	$14.89	$14.89	$14.89
050.117-010	199065	RESEARCH & ANALYSIS MGR II	17	5	$16.33	$14.37	$18.51
355.674-018	355201	RESIDENT CARE AIDE I	7	69	$6.85	$5.79	$8.67
355.674-018	355202	RESIDENT CARE AIDE II	8	243	$7.36	$6.16	$9.28
355.674-018	355203	RESIDENT CARE AIDE III	9	11	$8.91	$7.74	$9.78
355.674-019	355205	RESIDENT CARE AIDE SHIFT SUPV	10	28	$8.82	$8.05	$10.45
382.664-010	382201	RESIDENTIAL CUSTODIAN	7	84	$7.19	$6.16	$8.67
189.167-030	40045	RESOURCE PGM MGR I	16	18	$15.51	$12.80	$16.85
189.167-030	40046	RESOURCE PGM MGR II	17	20	$18.28	$13.95	$18.51
040.261-010	40043	RESOURCE PGM SPEC II	14	2	$10.96	$10.81	$11.12
040.261-010	40044	RESOURCE PRGRM SPEC III	15	2	$11.91	$11.73	$12.09
188.137-010	40047	RESOURCE PROGRAM SUPERVISOR	15	2	$12.50	$11.73	$13.26
355.674-022	79052	RESPIRATORY THER AIDE	8	1	$7.26	$7.26	$7.26
163.167-018	185006	RETAIL SALES SUPV I	11	1	$8.62	$8.62	$8.62
160.167-050	160127	REVENUE AGENT I	13	12	$10.28	$8.59	$12.52
160.167-050	160128	REVENUE AGENT II	14	9	$11.30	$10.81	$12.44
160.167-050	160129	REVENUE AGENT III	15	8	$12.62	$11.73	$13.82
160.167-050	160130	REVENUE AGENT IV	18	3	$14.86	$14.76	$15.07
168.267-062	168150	REVENUE INVESTIGATOR I	13	4	$10.44	$9.93	$11.65

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(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
168.267-062	168151	REVENUE INVESTIGATOR II	14	4	$11.37	$10.61	$12.19
168.167-010	191008	REVIEW APPRAISER	15	2	$12.22	$12.09	$12.35
160.167-034	160158	REVIEW AUDITOR	15	1	$13.26	$13.26	$13.26
191.117-046	191010	RIGHT/WAY AGENT II	11	5	$9.81	$8.62	$14.34
191.117-046	191011	RIGHT/WAY AGENT III	13	8	$9.91	$7.48	$11.18
191.117-046	191012	RIGHT/WAY AGENT IV	14	9	$10.02	$8.05	$14.34
191.117-050	191075	RIGHT/WAY SUPV I	15	1	$14.24	$14.24	$14.24
191.117-050	191076	RIGHT/WAY SUPV II	16	8	$15.44	$12.80	$17.28
191.117-046	191060	RIGHT/WAY TECH I	11	3	$8.72	$8.62	$8.93
168.167-062	375048	SAFETY COORDINATOR	11	1	$11.29	$11.29	$11.29
375.267-042	375045	SAFETY EDUCATION OFF	14	1	$14.34	$14.34	$14.34
168.167-062	168103	SAFETY/HLTH SPEC II	13	13	$10.28	$9.70	$11.65
168.167-062	168104	SAFETY/HLTH SPEC III	14	3	$11.94	$10.81	$12.62
290.477-014	290002	SALES CLERK II	7	2	$6.63	$6.63	$6.63
079.117-018	79020	SANITARIAN	14	4	$11.40	$10.61	$12.98
169.167-014	201004	SECRETARY ADMIN I	10	39	$8.77	$7.48	$10.67
169.167-014	201005	SECRETARY ADMIN II	11	15	$9.95	$8.62	$11.38
201.362-030	201001	SECRETARY I	7	19	$8.98	$8.16	$8.67
201.362-030	201002	SECRETARY II	8	66	$7.37	$6.55	$9.48
201.362-030	201003	SECRETARY III	9	47	$7.88	$6.99	$9.71
201.362-010	201009	SECRETARY LEGAL II	9	11	$7.58	$6.99	$8.61
201.362-014	201006	SECRETARY MEDICAL	8	1	$9.16	$9.16	$9.16
168.267-062	169203	SECRTY INV EXAM II	15	2	$12.82	$12.09	$13.54
168.267-062	169205	SECRTY INV EXAM III	16	1	$15.07	$15.07	$15.07
020.167-014	20201	SECURITY ANALYST I	14	4	$10.19	$9.23	$10.81
020.167-014	20203	SECURITY ANALYST III	16	2	$14.75	$12.80	$16.70
372.667-018	372003	SECURITY GUARD II	8	5	$8.65	$8.55	$7.06
906.683-022	999006	● SERVICE TRUCK DRIVER	7	11	$10.23	$9.93	$10.81
	999101	SERVICE/COMBINATION A	5	14	$9.42	$8.60	$9.75
	999102	SERVICE/COMBINATION B	7	6	$10.25	$9.68	$10.61
955.362-010	999502	SEWAGE TREATMENT OPR	9	1	$10.79	$10.79	$10.79
970.381-026	970003	SIGN PAINTER	11	1	$9.29	$9.29	$9.29
195.117-010	195105	SOC SERVICE COORD I	12	6	$9.13	$8.55	$11.25
195.117-010	195106	SOC SERVICE COORD II	13	4	$10.25	$8.58	$12.52
020.262-010	20056	SOFTWARE SPEC II	15	2	$11.91	$8.97	$14.84
020.262-010	20057	SOFTWARE SPEC III	16	6	$15.33	$12.80	$17.26
020.262-010	20058	SOFTWARE SPEC SUPV	17	5	$17.62	$15.61	$18.68
040.061-058	40063	SOIL SCIENTIST	13	2	$10.56	$9.93	$11.16

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State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
169.167-082	169160	SPECIAL ASST/MGMT SYS	18	1	$17.04	$17.04	$17.04
355.674-014	355011	SPECIAL DUTY AIDE I	9	39	$8.05	$8.63	$9.78
355.674-014	355012	SPECIAL DUTY AIDE II	10	34	$9.64	$8.05	$10.60
078.107-010	79013	SPEECH PATHOLOGIST II	18	1	$13.62	$13.62	$13.62
076.117-010	355122	STAFFING COORD	13	1	$11.62	$11.62	$11.62
169.207-010	169078	STATE LABOR REL CHF	18	1	$16.23	$15.23	$15.23
950.382-026	950002	STATIONARY ENG II	11	1	$11.21	$11.21	$11.21
216.382-062	216002	STATISTICAL CLERK II	8	1	$7.06	$7.06	$7.06
218.382-062	20013	STATISTICAL TECH I	9	8	$7.99	$6.99	$9.15
218.382-062	20014	STATISTICAL TECH II	10	4	$8.88	$8.61	$9.65
020.187-026	20015	STATISTICIAN I	11	3	$9.93	$9.40	$10.27
020.187-026	20016	STATISTICIAN II	12	2	$9.48	$9.48	$9.51
020.187-026	20017	STATISTICIAN III	13	1	$12.74	$12.74	$12.74
020.187-026	20018	STATISTICIAN IV	14	1	$10.81	$10.81	$10.81
222.387-058	223008	STOCK CLERK I	6	1	$6.55	$6.55	$6.55
222.387-058	223009	STOCK CLERK II	8	8	$8.07	$7.06	$9.33
222.137-034	223010	STOCK CLERK SUPV	10	3	$8.80	$8.27	$9.85
222.387-058	992204	STOCKMAN WITH TERMINAL	7	13	$10.26	$9.88	$10.73
163.167-018	185004	STOREKEEPER I	9	3	$8.30	$7.53	$9.78
163.167-018	185005	STOREKEEPER II	10	1	$8.05	$8.05	$8.05
906.683-023	998903	STRIPING MACHINE DRIVER	9	2	$10.80	$10.80	$10.80
599.685-075	998404	STRIPING MACHINE OPR	9	12	$10.98	$10.74	$11.43
195.267-014	45075	SUBSTANCE ABUSE COUNSELOR	12	15	$9.07	$8.32	$9.51
187.117-018	187022	SUP'TNDNT INST II	18	2	$17.29	$15.36	$19.22
187.117-018	187023	SUP'TNDNT INST III	19	4	$18.91	$17.08	$20.31
187.117-018	187024	SUP'TNDNT INST IV	21	1	$20.20	$20.20	$20.20
187.117-018	187025	SUP'TNDNT INST V	24	1	$26.89	$26.89	$26.89
018.167-034	18010	SURVEY AIDE II	8	13	$7.19	$7.06	$8.24
235.662-022	235002	SWITCHBOARD OPER II	7	7	$7.27	$6.63	$7.90
235.662-022	235003	SWITCHBOARD OPER III	8	2	$8.26	$7.71	$8.80
235.137-010	235005	SWITCHBOARD OPER SUPV	9	1	$7.68	$7.68	$7.68
161.167-010	12019	SYSTEMS ANALYST	18	8	$15.13	$12.80	$18.85
188.167-011	191040	TAX APPRAISAL SPEC I	13	1	$10.44	$10.44	$10.44
188.167-011	191038	TAX APPRAISAL SPEC II	14	8	$11.78	$9.93	$13.09
188.167-011	191039	TAX APPRAISAL SPEC III	15	8	$12.29	$11.73	$12.87
160.167-038	160122	TAX EXAM AGENT I	11	2	$8.86	$8.62	$9.10
160.167-038	160123	TAX EXAM AGENT II	12	1	$11.11	$11.11	$11.11
219.487-010	219009	TAX EXAM CLERK	8	7	$7.23	$7.06	$7.55

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(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
160.167-038	160121	TAX EXAM TECH	10	7	$8.24	$8.05	$8.61
160.167-038	160124	TAX EXAMINER I	11	5	$9.61	$8.62	$10.77
160.167-038	160125	TAX EXAMINER II	12	5	$10.15	$9.25	$12.16
189.167-030	160143	TAX PROGRAM MGR I	18	2	$16.25	$15.79	$16.70
189.167-030	160144	TAX PROGRAM MGR II	17	2	$16.38	$14.98	$17.76
160.167-038	160149	TAX PROGRAM SUPV I	14	2	$11.89	$10.81	$12.98
160.167-038	160150	TAX PROGRAM SUPV II	15	4	$13.58	$11.64	$14.41
165.167-010	165030	TAXPAYER SERVICES REP	13	1	$9.93	$9.93	$9.93
249.387-074	94008	TEACHER AIDE I	6	1	$8.11	$8.11	$8.11
249.387-074	94009	TEACHER AIDE II	8	1	$7.06	$7.06	$7.06
166.267-030	169111	TEACHERS RETIR ADMIN	17	1	$17.26	$17.26	$17.26
094.227-014	999930	TEACHER-DEAF & BLIND BA	1	1	$9.42	$9.42	$9.42
094.227-014	999931	TEACHER-DEAF & BLIND BA+15	2	3	$11.09	$9.55	$13.14
094.227-014	999932	TEACHER-DEAF & BLIND BA+30	3	6	$11.33	$9.55	$12.47
094.227-014	999933	TEACHER-DEAF & BLIND MA	4	6	$10.29	$9.65	$12.11
094.224-010	999934	TEACHER-DEAF & BLIND MA+15	5	2	$12.69	$11.09	$14.28
094.224-010	999935	TEACHER-DEAF & BLIND MA+30	6	3	$9.41	$8.64	$10.21
094.224-010	999936	TEACHER-DEAF & BLIND MA+45	7	4	$10.42	$9.64	$11.95
094.227-022	999910	TEACHER-INSTITUTIONS-BA	1	17	$11.14	$8.19	$13.64
094.227-022	999911	TEACHER-INSTITUTIONS-BA +1	2	6	$12.21	$9.44	$14.33
094.227-022	999912	TEACHER-INSTITUTIONS-BA +2	3	3	$12.17	$11.57	$13.00
094.227-022	999913	TEACHER-INSTITUTIONS-BA +3	4	2	$12.76	$11.62	$13.74
094.227-022	999914	TEACHER-INSTITUTIONS-MA	5	4	$11.53	$8.41	$15.87
094.227-022	999915	TEACHER-INSTITUTIONS-MA +1	6	3	$11.79	$10.44	$12.52
090.227-010	99034	TEACHING ASSISTANT	11	1	$10.64	$10.64	$10.64
131.267-026	139002	TECHNICAL WRITER II	13	1	$10.64	$10.64	$10.64
131.267-026	139003	TECHNICAL WRITER III	14	2	$11.50	$10.81	$12.19
160.267-026	20069	TECHNLGY INVSTMNTS ANLST	16	2	$13.32	$13.16	$13.48
161.267-022	199070	TELECOM SYS ANALYST I	14	1	$11.73	$11.73	$11.73
161.267-022	199071	TELECOM SYS ANALYST II	15	2	$12.82	$12.09	$13.54
161.267-022	199072	TELECOM SYS ANALYST III	16	5	$14.80	$12.80	$15.84
161.267-022	199073	TELECOM SYS ANALYST SUPVR	17	1	$16.47	$16.47	$16.47
379.132-010	3188	TELECOMM PROG. SUPVR	18	2	$17.51	$16.68	$16.33
213.382-010	213060	TELEPROCSS OPER SPEC	13	2	$11.49	$9.93	$13.05
199.267-030	919003	TRAFFIC CHECKER II	8	3	$8.04	$7.06	$9.16
005.061-038	19004	TRAFFIC ENG II	14	9	$14.07	$13.20	$14.46
005.061-038	19005	TRAFFIC ENG III	15	2	$15.60	$15.47	$15.73
188.167-102	188010	TRAFFIC SAFETY ASST ADMIN	16	1	$12.80	$12.80	$12.80

State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
188.167-102	188011	TRAFFIC SAFETY DIV ADMIN	17	1	$18.68	$18.68	$18.68
199.267-030	199015	TRAFFIC TECH I	10	4	$8.98	$8.05	$10.60
199.267-030	199016	TRAFFIC TECH II	11	3	$9.00	$8.05	$10.27
199.267-030	199018	TRAFFIC TECH III	14	1	$14.58	$14.58	$14.58
168.167-026	166012	TRAINING SERV MGR I	16	3	$15.58	$14.33	$16.70
168.167-026	166013	TRAINING SERV MGR II	17	1	$18.03	$18.03	$18.03
166.227-010	166008	TRAINING & DEVEL. SPECIALIST I	12	2	$9.92	$9.25	$10.59
166.227-010	166009	TRAINING & DEVEL.SPECIALIST II	13	3	$9.97	$9.23	$10.74
166.227-010	166011	TRAINING & DEVEL.SPECIALIST IV	15	8	$13.49	$11.73	$15.33
166.227-010	166010	TRAINING & DEVEL.SPECIALISTIII	14	14	$12.33	$10.04	$15.39
184.267-010	184004	TRANSPRT RATE SPEC I	14	1	$12.71	$12.71	$12.71
184.267-010	184005	TRANSPRT RATE SPEC II	16	2	$13.72	$10.88	$16.56
195.137-010	45030	TREATMENT UNIT SUPV	18	7	$17.52	$15.83	$20.00
913.167-018	913002	TRNSPRT OFFCR	9	2	$8.26	$7.90	$8.61
905.663-014	999002	● TRUCK DRIVER OVER 5 TON	8	1	$11.07	$11.07	$11.07
906.683-022	999001	● TRUCK DRIVER UNDER 5 TON	7	178	$10.28	$9.36	$10.81
203.582-066	209003	TYPIST II	6	5	$6.38	$5.79	$7.15
203.582-066	209004	TYPIST III	7	9	$6.88	$6.16	$8.06
169.267-010	241215	U I CLAIMS SUPV	15	3	$14.54	$14.54	$14.54
169.267-010	241212	UI CLAIMS SPEC I	12	4	$10.31	$9.25	$11.57
169.267-010	241213	UI CLAIMS SPEC II	13	4	$11.84	$11.42	$12.01
169.267-010	241214	UI CLAIMS SPEC III	14	1	$13.48	$13.48	$13.48
160.167-034	168123	UI QUALITY CONT SUPV	15	1	$14.84	$14.84	$14.84
168.267-062	168120	UI TAX COMP OFF I	12	2	$10.70	$10.59	$10.80
168.267-062	168121	UI TAX COMP OFF II	13	2	$10.82	$10.23	$11.42
160.167-038	168124	UI TAX COMP OFFCR SUPV	14	2	$12.28	$11.59	$12.98
169.167-058	169038	UNDERWRITER	13	1	$10.44	$10.44	$10.44
219.367-038	169156	UNDERWRITER TECH	10	2	$9.12	$8.85	$9.39
188.117-094	166084	UNEMPLOYMENT PGM MGR	17	3	$15.13	$14.37	$15.57
365.361-014	365001	UPHOLSTER/SHOE REPR	10	1	$8.27	$8.27	$8.27
005.061-030	199010	URBAN TRANSPT SEC SUPV	15	1	$13.54	$13.54	$13.54
160.267-014	184017	UTILIRY RATE ANLST III	16	2	$13.97	$13.18	$14.76
899.131-018	19018	UTILITY AGENT	14	8	$13.45	$12.82	$13.99
929.687-030	998904	● UTILITY WORKER	10	4	$11.51	$11.14	$11.81
187.167-198	187035	VETERANS BENE CLM OFF	14	1	$10.81	$10.81	$10.81
187.167-198	187032	VETERANS SERV OFF	11	8	$8.90	$8.01	$11.29
073.061-030	41011	VETERINARY PATHLGST	19	1	$16.62	$16.62	$16.62
097.227-014	97010	VOC TRAINING INSTRCTR	14	1	$10.81	$10.81	$10.81

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of State Wage Data" information on page 45.

State Payroll from Payroll Period Ending 11/30/90

(Data Presented in Hourly Wage Rates)

D.O.T. Code	Class	Job Title	Grade	Number of Employees	Average Rate	Range Low Rate	Range High Rate
045.107-042	45011	VOCATIONAL REHAB COUNSELOR	13	27	$10.25	$8.59	$12.52
097.227-014	97008	VOCATIONAL TRAINER	12	5	$10.29	$8.59	$12.16
097.167-010	97009	VOCATIONAL TRAINER SUPV	14	1	$10.81	$10.81	$10.81
188.137-010	922008	WAREHOUSE BUR CHF	15	1	$15.87	$15.87	$15.87
929.137-022	922004	WAREHOUSE FOREMAN I	12	6	$10.38	$9.25	$12.06
929.137-022	922005	WAREHOUSE FOREMAN II	13	3	$11.64	$10.88	$12.63
922.687-058	999201	● WAREHOUSE WORKER	6	2	$10.15	$10.15	$10.15
922.687-058	922001	● WAREHOUSE WORKER I	8	7	$7.37	$7.06	$8.41
922.687-058	922002	● WAREHOUSE WORKER II	9	3	$7.42	$6.99	$7.74
922.687-058	922003	● WAREHOUSE WORKER III	10	3	$8.43	$8.05	$9.21
199.167-022	13001	WATER RESOURCE SPECIALIST I	11	9	$8.44	$8.01	$8.86
199.167-022	13002	WATER RESOURCE SPECIALIST II	12	5	$10.00	$9.25	$10.59
199.167-022	13003	WATER RESOURCE SPECIALIST III	13	17	$10.71	$8.59	$12.52
029.081-010	13005	WATER RIGHTS FIELD SUPV	15	9	$14.49	$12.72	$15.33
169.267-010	241027	WC CLAIMS SPEC I	12	3	$9.32	$9.25	$9.39
169.267-010	241028	WC CLAIMS SPEC II	13	3	$10.75	$10.02	$12.01
169.267-010	241030	WC CLAIMS SUPV	15	1	$13.26	$13.26	$13.26
168.267-062	168008	WEIGHT/MEAS INSP II	11	8	$9.63	$8.62	$10.92
188.117-038	40006	WHEAT RES/MRKT MGR	18	1	$16.49	$16.49	$16.49
379.137-018	413016	WILDLIFE AREA MGR I	12	2	$10.41	$9.25	$11.57
379.137-018	413017	WILDLIFE AREA MGR II	13	2	$11.03	$9.93	$12.12
203.362-022	207005	WORD PROCSS OPER I	6	1	$6.23	$6.23	$6.23
203.362-022	207006	WORD PROCSS OPER II	7	11	$6.96	$6.63	$7.96
203.362-022	207007	WORD PROCSS OPER III	8	59	$7.14	$6.16	$8.44
203.137-010	207012	WORD PROCSS SEC SUPV	12	1	$10.37	$10.37	$10.37
203.137-010	207014	WORD PROCSS SUPV I	10	2	$9.74	$9.03	$10.45
203.137-010	207013	WORD PROCSS SUPV II	11	3	$9.85	$9.03	$10.47
203.362-022	203019	WORD PROCSS TECH	9	40	$7.85	$6.16	$9.78
203 362-022	207020	WORD PROC/DATA PROC	13	1	$13.05	$13.05	$13.05
169 207-010	169130	WORKERS COMP MEDIATOR	16	2	$13.59	$13.30	$13.87
188.117-134	151	WORKERS COMP-ADMIN	0	12	$19.77	$14.42	$37.02
201.362-030	156	WORKERS COMP-CLERICAL	0	67	$7.28	$6.23	$11.28
241.287-010	155	WORKERS COMP-PARA PROF	0	5	$8.98	$8.70	$9.43
241.267-018	152	WORKERS COMP-PROF	0	85	$11.69	$9.38	$17.99
201.362-031	158	WORKERS COMP-SERV MAINT	0	1	$9.43	$9.43	$9.43
241.267-010	153	WORKERS COMP-TECH	0	18	$8.48	$7.53	$10.85
710.131-034	996302	WORKING SHOP FOREMAN	11	10	$11.97	$11.73	$12.29

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of State Wage Data" information on page 45.

City Government Benefits

COMPANY BENEFITS/BONUSES:

	NO. OF FIRMS RESPONDING									
	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES				
	YES	PER-CENT	NO	PER-CENT	TOTAL	YES	PER-CENT	NO	PER-CENT	TOTAL
PAID HOLIDAYS?	76	96.2	3	3.8	79	33	70.2	14	29.8	47
PAID SICK LEAVE?	81	96.4	3	3.6	84	52	80.0	13	20.0	65
PAID MATERNITY LEAVE?	8	15.4	44	84.6	52	3	7.9	35	92.1	38
CREDIT UNION?	6	10.9	49	89.1	55	5	12.2	36	87.8	41
SHIFT PREMIUM?	9	16.1	47	83.9	56	4	9.5	38	90.5	42
SUGGESTION SYSTEM?	1	1.9	53	98.1	54	1	2.5	39	97.5	40
PROFIT SHARING?	1	1.8	54	98.2	55	1	2.4	40	97.6	41
CHRISTMAS BONUS?	8	13.8	50	86.2	58	2	4.8	40	95.2	42
EDUCATION REIMBURSEMENT?	16	27.6	42	72.4	58	8	18.6	35	81.4	43
EMPLOYEE DISCOUNT?	0	0.0	55	100.0	55	0	0.0	41	100.0	41
COMMISSION ON SALES?	0	0.0	55	100.0	55	0	0.0	41	100.0	41
STOCK PURCHASE PLAN?	0	0.0	55	100.0	55	0	0.0	41	100.0	41
FLEXTIME?	9	16.1	47	83.9	56	3	7.5	37	92.5	40
TRANSPORTATION ASSISTANCE? (BUS AND/OR PARKING)	1	1.8	54	98.2	55	1	2.4	40	97.6	41
CHILD-CARE ASSISTANCE?	0	0.0	55	100.0	55	0	0.0	41	100.0	41

NUMBER OF WEEKS PAID VACATION:

WEEKS	YEARS OF SERVICE REQUIRED												
	1/2	1	2	3	4	5	6-9	10	11-14	15	20	OVER20
1	15	3										
2	2	21	1			1		3		1		
3	10	32	2		1	1	2	5	7	3	1	
4						1	1	16	8	17	6	2
5							1		3	10	15	9
6										1	8	3
OVER 6												

(PLEASE NOTE: THE NUMBER IN EACH CELL REPRESENTS THE NUMBER OF FIRMS RESPONDING.)

HOW MANY DAYS OF PAID HOLIDAYS PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR	0	0
FOUR	0	0
FIVE	0	0
SIX	1	1
SEVEN	0	1
EIGHT	0	0
NINE	0	0
TEN	9	5
ELEVEN	48	9
TWELVE OR MORE	3	1
TOTAL NO. OF FIRMS RESPONDING	61	17
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)	10.9	10.2
MEDIAN (NO. OF DAYS PER YEAR)	11.0	11.0

HOW MANY DAYS OF SICK LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR.....	0	1
4 TO 5.....	0	1
6 TO 7.....	0	3
8 TO 9.....	0	3
10 TO 11.....	2	2
12 TO 13.....	50	4
14 TO 15.....	3	0
16 OR OVER.....	1	0
TOTAL NO. OF FIRMS RESPONDING	56	14
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)...	12.4	8.7
MEDIAN (NO. OF DAYS PER YEAR)...	12.0	9.0

HOW MANY DAYS OF MATERNITY LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN 11	0	0
11 TO 19	1	1
20 TO 29	1	0
30 TO 39	0	0
40 TO 49	0	0
50 TO 59	0	0
60 AND OVER	1	1
TOTAL NO. OF FIRMS RESPONDING	3	2

City Government Benefits

WHO PAYS THE COST OF COMPANY BENEFIT PROGRAMS?

	EMPLOYER PAID		EMPLOYEE PAID		SHARED COST	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
DENTAL INSURANCE....	14	1	7	6	6	4
EYE GLASSES.....	5	0	5	5	1	0
GROUP LIFE INSURANCE.....	21	5	9	6	11	6
HOSPITALIZATION INSURANCE.....	29	3	3	3	19	7
LONG-TERM DISABILITY INSURANCE.....	6	0	5	4	6	3
MAJOR MEDICAL INSURANCE.....	27	4	2	4	16	8
PENSION PLAN.....	11	3	5	5	36	21
PRESCRIPTIONS.....	10	1	4	4	9	2
SHORT-TERM DISABILITY INSURANCE.....	5	1	4	4	6	0
SURGICAL BENEFITS...	13	1	4	4	10	6

(PLEASE NOTE: SOME FIRMS RESPONDED TO MORE THAN ONE CATEGORY)

City Government Benefits

TOTAL COST OF COMPANY'S FRINGE BENEFIT PACKAGE(S) IS EQUAL TO WHAT PERCENT OF STRAIGHT TIME HOURLY WAGE DOLLAR:

PERCENT	FIRMS RESPONDING NUMBER	PERCENT
0 TO 9.9	5	13.5
10.0 TO 19.9	8	21.6
20.0 TO 29.9	16	43.2
30.0 TO 39.9	6	16.2
40.0 AND MORE	2	5.4
TOTAL NO. OF FIRMS RESPONDING	37	100.0

WEIGHTED AVERAGE (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR).... 21.5%
MEDIAN (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR).... 22.0%

UNION INFORMATION:

	NO. OF FIRMS RESPONDING YES	PERCENT	NO	PERCENT	TOTAL
UNION AFFILIATION?	16	18.6	70	81.4	86
WAGE RE-OPENING CLAUSE?	9	12.5	63	87.5	72
COST-OF-LIVING CLAUSE?	4	5.6	67	94.4	71

City Government Benefits

BASIS FOR WAGE AND SALARY INCREASES:

	FIRMS RESPONDING	
	NUMBER	PERCENT
MERIT REVIEW.....	3	4.0
LENGTH OF SERVICE.....	5	6.7
COST-OF-LIVING.....	15	20.0
COMBINATION OF ABOVE.....	52	69.3
TOTAL NO. OF FIRMS RESPONDING....	75	100.0

FREQUENCY OF WAGE AND SALARY ADJUSTMENT:

	FIRMS RESPONDING	
	NUMBER	PERCENT
6 MONTHS.....	3	3.4
ANNUALLY.....	73	82.0
OTHER.....	13	14.6
TOTAL NO. OF FIRMS RESPONDING....	89	100.0

(PLEASE NOTE: SOME FIRMS RESPONDED TO MORE THAN ONE CATEGORY)

City Government Benefits

BASIC WORK WEEK FOR FULL-TIME EMPLOYEES:

HOURS	FIRMS RESPONDING NUMBER	PERCENT
UP TO AND INCLUDING 35.....	3	3.5
OVER 35 BUT LESS THAN 37.5.....	0	0.0
37.5.....	0	0.0
OVER 37.5 BUT LESS THAN 40.....	0	0.0
40.....	80	94.1
OVER 40.....	2	2.4
TOTAL NO. OF FIRMS RESPONDING....	85	100.0

(PLEASE NOTE: SOME FIRMS RESPONDED TO MORE THAN ONE CATEGORY)

County Government Benefits

COMPANY BENEFITS/BONUSES:

	NO. OF FIRMS RESPONDING									
	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES				
	YES	PER-CENT	NO	PER-CENT	TOTAL	YES	PER-CENT	NO	PER-CENT	TOTAL
PAID HOLIDAYS?	36	100.0	0	0.0	36	29	93.5	2	6.5	31
PAID SICK LEAVE?	40	100.0	0	0.0	40	35	100.0	0	0.0	35
PAID MATERNITY LEAVE?	10	29.4	24	70.6	34	7	28.0	18	72.0	25
CREDIT UNION?	6	17.1	29	82.9	35	5	20.0	20	80.0	25
SHIFT PREMIUM?	7	20.0	28	80.0	35	6	23.1	20	76.9	26
SUGGESTION SYSTEM?	0	0.0	34	100.0	34	0	0.0	25	100.0	25
PROFIT SHARING?	0	0.0	34	100.0	34	0	0.0	25	100.0	25
CHRISTMAS BONUS?	0	0.0	34	100.0	34	0	0.0	25	100.0	25
EDUCATION REIMBURSEMENT?	1	3.0	32	97.0	33	1	4.0	24	96.0	25
EMPLOYEE DISCOUNT?	0	0.0	34	100.0	34	0	0.0	25	100.0	25
COMMISSION ON SALES?	0	0.0	34	100.0	34	0	0.0	25	100.0	25
STOCK PURCHASE PLAN?	0	0.0	34	100.0	34	0	0.0	25	100.0	25
FLEXTIME?	2	5.9	32	94.1	34	2	8.0	23	92.0	25
TRANSPORTATION ASSISTANCE? (BUS AND/OR PARKING)	1	2.9	33	97.1	34	0	0.0	24	100.0	24
CHILD-CARE ASSISTANCE?	1	2.9	33	97.1	34	0	0.0	25	100.0	25

County Government Benefits

NUMBER OF WEEKS PAID VACATION:

WEEKS	YEARS OF SERVICE REQUIRED											
	1/2	1	2	3	4	5	6-9	10	11-14	15	20	OVER20
1	10											
2	1	4					1	1				
3	2	30						2	3	2		
4								11	2	15	2	3
5									1	7	7	7
6											3	3
OVER 6												1

(PLEASE NOTE: THE NUMBER IN EACH CELL REPRESENTS THE NUMBER OF FIRMS RESPONDING.)

HOW MANY DAYS OF PAID HOLIDAYS PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR.....	0	0
FOUR.....	0	0
FIVE.....	0	1
SIX.....	0	0
SEVEN.....	0	0
EIGHT.....	0	0
NINE.....	0	0
TEN.....	11	6
ELEVEN	20	4
TWELVE OR MORE.....	1	0
TOTAL NO. OF FIRMS RESPONDING	32	11
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)...	10.8	9.9
MEDIAN (NO. OF DAYS PER YEAR)...	11.0	10.0

HOW MANY DAYS OF SICK LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR.....	0	0
4 TO 5.....	0	0
6 TO 7.....	0	2
8 TO 9.....	0	0
10 TO 11.....	0	0
12 TO 13.....	32	5
14 TO 15.....	0	0
16 OR OVER.....	1	0
TOTAL NO. OF FIRMS RESPONDING	33	7
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)...	12.5	10.3
MEDIAN (NO. OF DAYS PER YEAR)...	12.0	12.0

HOW MANY DAYS OF MATERNITY LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN 11	0	0
11 TO 19	0	0
20 TO 29	0	0
30 TO 39	0	0
40 TO 49	0	0
50 TO 59	0	0
60 AND OVER	1	1
TOTAL NO. OF FIRMS RESPONDING	1	1

County Government Benefits

TOTAL COST OF COMPANY'S FRINGE BENEFIT PACKAGE(S) IS EQUAL TO WHAT PERCENT OF STRAIGHT TIME HOURLY WAGE DOLLAR:

PERCENT	FIRMS RESPONDING NUMBER	PERCENT
0 TO 9.9	2	7.7
10.0 TO 19.9	5	19.2
20.0 TO 29.9	14	53.8
30.0 TO 39.9	4	15.4
40.0 AND MORE	1	3.8
TOTAL NO. OF FIRMS RESPONDING	26	100.0

WEIGHTED AVERAGE (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR).... 23.9%
MEDIAN (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR).... 24.0%

UNION INFORMATION:

	NO. OF FIRMS RESPONDING YES	PERCENT	NO	PERCENT	TOTAL
UNION AFFILIATION?	13	32.5	27	67.5	40
WAGE RE-OPENING CLAUSE?	5	16.1	26	83.9	31
COST-OF-LIVING CLAUSE?	1	3.3	29	96.7	30

County Government Benefits

WHO PAYS THE COST OF COMPANY BENEFIT PROGRAMS?

	EMPLOYER PAID		EMPLOYEE PAID		SHARED COST	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
DENTAL INSURANCE....	6	2	1	0	4	7
EYE GLASSES.....	2	0	1	0	2	3
GROUP LIFE INSURANCE.....	14	7	1	0	8	8
HOSPITALIZATION INSURANCE.....	13	3	1	2	18	16
LONG-TERM DISABILITY INSURANCE.....	1	0	2	2	4	2
MAJOR MEDICAL INSURANCE.....	15	4	0	2	19	18
PENSION PLAN.....	2	2	2	0	22	21
PRESCRIPTIONS.....	9	5	1	1	10	8
SHORT-TERM DISABILITY INSURANCE.....	1	1	2	1	3	3
SURGICAL BENEFITS...	9	3	1	1	10	10

(PLEASE NOTE: SOME FIRMS RESPONDED TO MORE THAN ONE CATEGORY)

County Government Benefits

BASIS FOR WAGE AND SALARY INCREASES:

	FIRMS RESPONDING	
	NUMBER	PERCENT
MERIT REVIEW.....	0	0.0
LENGTH OF SERVICE.....	1	2.7
COST-OF-LIVING.....	18	48.6
COMBINATION OF ABOVE.....	18	48.6
TOTAL NO. OF FIRMS RESPONDING....	37	100.0

FREQUENCY OF WAGE AND SALARY ADJUSTMENT:

	FIRMS RESPONDING	
	NUMBER	PERCENT
6 MONTHS.....	3	7.5
ANNUALLY.....	33	82.5
OTHER.....	4	10.0
TOTAL NO. OF FIRMS RESPONDING....	40	100.0

(PLEASE NOTE: SOME FIRMS RESPONDED TO MORE THAN ONE CATEGORY)

BASIC WORK WEEK FOR FULL-TIME EMPLOYEES:

HOURS	FIRMS RESPONDING NUMBER	PERCENT
UP TO AND INCLUDING 35.....	0	0.0
OVER 35 BUT LESS THAN 37.5.....	0	0.0
37.5.....	0	0.0
OVER 37.5 BUT LESS THAN 40.....	0	0.0
40.....	37	97.4
OVER 40.....	1	2.6
TOTAL NO. OF FIRMS RESPONDING....	38	100.0

(PLEASE NOTE: SOME FIRMS RESPONDED TO MORE THAN ONE CATEGORY)

State Government Benefits

State government employee benefits include **medical, dental** and **life insurance** benefits. Employees get **10 paid holidays in non-election years**, and **11 holidays in election years**. They also are eligible to belong to a state **employee credit union.**

Vacation benefits are determined by the following matrix:

FULL-TIME, BI-WEEKLY PAY PERIOD, VACATION ACCRUEMENT SCHEDULE

Years of completed employment	Paid vacation hours accrued for each 80-hour, bi-weekly pay period
0 - 10 years	4.62 hours
10 - 15 years	5.54 hours
15 - 20 years	6.46 hours
20 plus years	7.38 hours

PART-TIME, BI-WEEKLY PAY PERIOD, VACATION ACCRUEMENT SCHEDULE

Years of completed employment	Paid vacation hours accrued per bi-weekly pay period
0 - 10 years	.058 X number of hours worked
10 - 15 years	.069 X number of hours worked
15 - 20 years	.081 X number of hours worked
20 plus years	.092 X number of hours worked

State government employees also earn accruable **sick leave** per pay period (3.69 hours for full-time employees). They can use up to six weeks of accrued sick leave for **maternity leave.**

Appendix

- Wage Conversion Table
- Sample Wage Survey Form
- Sample Fringe Benefit Survey Form

WAGE TABLE

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
3.00	120.00	520.00	6240.00	9.00	360.00	1560.00	18720.00
3.10	124.00	537.30	6448.00	9.10	364.00	1577.30	18928.00
3.20	128.00	554.70	6656.00	9.20	368.00	1594.70	19136.00
3.30	132.00	572.00	6864.00	9.30	372.00	1612.00	19344.00
3.40	136.00	589.30	7072.00	9.40	376.00	1629.30	19552.00
3.50	140.00	606.70	7280.00	9.50	380.00	1646.70	19760.00
3.60	144.00	624.00	7488.00	9.60	384.00	1664.00	19968.00
3.70	148.00	641.30	7696.00	9.70	388.00	1681.30	20176.00
3.80	152.00	658.70	7904.00	9.80	392.00	1698.70	20384.00
3.90	156.00	676.00	8112.00	9.90	396.00	1716.00	20592.00
4.00	160.00	693.30	8320.00	10.00	400.00	1733.30	20800.00
4.10	164.00	710.70	8528.00	10.10	404.00	1750.70	21008.00
4.20	168.00	728.00	8736.00	10.20	408.00	1768.00	21216.00
4.30	172.00	745.30	8944.00	10.30	412.00	1785.30	21424.00
4.40	176.00	762.70	9152.00	10.40	416.00	1802.70	21632.00
4.50	180.00	780.00	9360.00	10.50	420.00	1820.00	21840.00
4.60	184.00	797.30	9568.00	10.60	424.00	1837.30	22048.00
4.70	188.00	814.70	9776.00	10.70	428.00	1854.70	22256.00
4.80	192.00	832.00	9984.00	10.80	432.00	1872.00	22464.00
4.90	196.00	849.30	10192.00	10.90	436.00	1889.30	22672.00
5.00	200.00	866.70	10400.00	11.00	440.00	1906.70	22880.00
5.10	204.00	884.00	10608.00	11.10	444.00	1924.00	23088.00
5.20	208.00	901.30	10816.00	11.20	448.00	1941.30	23296.00
5.30	212.00	918.70	11024.00	11.30	452.00	1958.70	23504.00
5.40	216.00	936.00	11232.00	11.40	456.00	1976.00	23712.00
5.50	220.00	953.30	11440.00	11.50	460.00	1993.30	23920.00
5.60	224.00	970.70	11648.00	11.60	464.00	2010.70	24128.00
5.70	228.00	988.00	11856.00	11.70	468.00	2028.00	24336.00
5.80	232.00	1005.30	12064.00	11.80	472.00	2045.30	24544.00
5.90	236.00	1022.70	12272.00	11.90	476.00	2062.70	24752.00
6.00	240.00	1040.00	12480.00	12.00	480.00	2080.00	24960.00
6.10	244.00	1057.30	12688.00	12.10	484.00	2097.30	25168.00
6.20	248.00	1074.70	12896.00	12.20	488.00	2114.70	25376.00
6.30	252.00	1092.00	13104.00	12.30	492.00	2132.00	25584.00
6.40	256.00	1109.30	13312.00	12.40	496.00	2149.30	25792.00
6.50	260.00	1126.70	13520.00	12.50	500.00	2166.70	26000.00
6.60	264.00	1144.00	13728.00	12.60	504.00	2184.00	26208.00
6.70	268.00	1161.30	13936.00	12.70	508.00	2201.30	26416.00
6.80	272.00	1178.70	14144.00	12.80	512.00	2218.70	26624.00
6.90	276.00	1196.00	14352.00	12.90	516.00	2236.00	26832.00
7.00	280.00	1213.30	14560.00	13.00	520.00	2253.30	27040.00
7.10	284.00	1230.70	14768.00	13.10	524.00	2270.70	27248.00
7.20	288.00	1248.00	14976.00	13.20	528.00	2288.00	27456.00
7.30	292.00	1265.30	15184.00	13.30	532.00	2305.30	27664.00
7.40	296.00	1282.70	15392.00	13.40	536.00	2322.70	27872.00
7.50	300.00	1300.00	15600.00	13.50	540.00	2340.00	28080.00
7.60	304.00	1317.30	15808.00	13.60	544.00	2357.30	28288.00
7.70	308.00	1334.70	16016.00	13.70	548.00	2374.70	28496.00
7.80	312.00	1352.00	16224.00	13.80	552.00	2392.00	28704.00
7.90	316.00	1369.30	16432.00	13.90	556.00	2409.30	28912.00
8.00	320.00	1386.70	16640.00	14.00	560.00	2426.70	29120.00
8.10	324.00	1404.00	16848.00	14.10	564.00	2444.00	29328.00
8.20	328.00	1421.30	17056.00	14.20	568.00	2461.30	29536.00
8.30	332.00	1438.70	17264.00	14.30	572.00	2478.70	29744.00
8.40	336.00	1456.00	17472.00	14.40	576.00	2496.00	29952.00
8.50	340.00	1473.30	17680.00	14.50	580.00	2513.30	30160.00
8.60	344.00	1490.70	17888.00	14.60	584.00	2530.70	30368.00
8.70	348.00	1508.00	18096.00	14.70	588.00	2548.00	30576.00
8.80	352.00	1525.30	18304.00	14.80	592.00	2565.30	30784.00
8.90	356.00	1542.70	18512.00	14.90	596.00	2582.70	30992.00

WAGE TABLE

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
15.00	600.00	2600.00	31200.00	21.00	840.00	3640.00	43680.00
15.10	604.00	2617.30	31408.00	21.10	844.00	3657.30	43888.00
15.20	608.00	2634.70	31616.00	21.20	848.00	3674.70	44096.00
15.30	612.00	2652.00	31824.00	21.30	852.00	3692.00	44304.00
15.40	616.00	2669.30	32032.00	21.40	856.00	3709.30	44512.00
15.50	620.00	2686.70	32240.00	21.50	860.00	3726.70	44720.00
15.60	624.00	2704.00	32448.00	21.60	864.00	3744.00	44928.00
15.70	628.00	2721.30	32656.00	21.70	868.00	3761.30	45136.00
15.80	632.00	2738.70	32864.00	21.80	872.00	3778.70	45344.00
15.90	636.00	2756.00	33072.00	21.90	876.00	3796.00	45552.00
16.00	640.00	2773.30	33280.00	22.00	880.00	3813.30	45760.00
16.10	644.00	2790.70	33488.00	22.10	884.00	3830.70	45968.00
16.20	648.00	2808.00	33696.00	22.20	888.00	3848.00	46176.00
16.30	652.00	2825.30	33904.00	22.30	892.00	3865.30	46384.00
16.40	656.00	2842.70	34112.00	22.40	896.00	3882.70	46592.00
16.50	660.00	2860.00	34320.00	22.50	900.00	3900.00	46800.00
16.60	664.00	2877.30	34528.00	22.60	904.00	3917.30	47008.00
16.70	668.00	2894.70	34736.00	22.70	908.00	3934.70	47216.00
16.80	672.00	2912.00	34944.00	22.80	912.00	3952.00	47424.00
16.90	676.00	2929.30	35152.00	22.90	916.00	3969.30	47632.00
17.00	680.00	2946.70	35360.00	23.00	920.00	3986.70	47840.00
17.10	684.00	2964.00	35568.00	23.10	924.00	4004.00	48048.00
17.20	688.00	2981.30	35776.00	23.20	928.00	4021.30	48256.00
17.30	692.00	2998.70	35984.00	23.30	932.00	4038.70	48464.00
17.40	696.00	3016.00	36192.00	23.40	936.00	4056.00	48672.00
17.50	700.00	3033.30	36400.00	23.50	940.00	4073.30	48880.00
17.60	704.00	3050.70	36608.00	23.60	944.00	4090.70	49088.00
17.70	708.00	3068.00	36816.00	23.70	948.00	4108.00	49296.00
17.80	712.00	3085.30	37024.00	23.80	952.00	4125.30	49504.00
17.90	716.00	3102.70	37232.00	23.90	956.00	4142.70	49712.00
18.00	720.00	3120.00	37440.00	24.00	960.00	4160.00	49920.00
18.10	724.00	3137.30	37648.00	24.10	964.00	4177.30	50128.00
18.20	728.00	3154.70	37856.00	24.20	968.00	4194.70	50336.00
18.30	732.00	3172.00	38064.00	24.30	972.00	4212.00	50544.00
18.40	736.00	3189.30	38272.00	24.40	976.00	4229.30	50752.00
18.50	740.00	3206.70	38480.00	24.50	980.00	4246.70	50960.00
18.60	744.00	3224.00	38688.00	24.60	984.00	4264.00	51168.00
18.70	748.00	3241.30	38896.00	24.70	988.00	4281.30	51376.00
18.80	752.00	3258.70	39104.00	24.80	992.00	4298.70	51584.00
18.90	756.00	3276.00	39312.00	24.90	996.00	4316.00	51792.00
19.00	760.00	3293.30	39520.00	25.00	1000.00	4333.30	52000.00
19.10	764.00	3310.70	39728.00	25.10	1004.00	4350.70	52208.00
19.20	768.00	3328.00	39936.00	25.20	1008.00	4368.00	52416.00
19.30	772.00	3345.30	40144.00	25.30	1012.00	4385.30	52624.00
19.40	776.00	3362.70	40352.00	25.40	1016.00	4402.70	52832.00
19.50	780.00	3380.00	40560.00	25.50	1020.00	4420.00	53040.00
19.60	784.00	3397.30	40768.00	25.60	1024.00	4437.30	53248.00
19.70	788.00	3414.70	40976.00	25.70	1028.00	4454.70	53456.00
19.80	792.00	3432.00	41184.00	25.80	1032.00	4472.00	53664.00
19.90	796.00	3449.30	41392.00	25.90	1036.00	4489.30	53872.00
20.00	800.00	3466.70	41600.00	26.00	1040.00	4506.70	54080.00
20.10	804.00	3484.00	41808.00	26.10	1044.00	4524.00	54288.00
20.20	808.00	3501.30	42016.00	26.20	1048.00	4541.30	54496.00
20.30	812.00	3518.70	42224.00	26.30	1052.00	4558.70	54704.00
20.40	816.00	3536.00	42432.00	26.40	1056.00	4576.00	54912.00
20.50	820.00	3553.30	42640.00	26.50	1060.00	4593.30	55120.00
20.60	824.00	3570.70	42848.00	26.60	1064.00	4610.70	55328.00
20.70	828.00	3588.00	43056.00	26.70	1068.00	4628.00	55536.00
20.80	832.00	3605.30	43264.00	26.80	1072.00	4645.30	55744.00
20.90	836.00	3622.70	43472.00	26.90	1076.00	4662.70	55952.00

Police officer-375.263-014-- Patrols assigned beat on foot, using motorcycle, or patrol car, or on horseback to control traffic, prevent crime or disturbance of peace, and arrest violators.											Entry Level Wage
Rates Are: _Hourly _Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

Police chief-375.117-010--Directs and coordinates activities of municipal police department in accordance with authority delegated by Board of Police. Promulgates rules and regulations for department as delegated by municipal code.											Entry Level Wage
Rates Are: _Hourly _Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

Public works director-188.117-030--Directs and coordinates activities of city departments of public works and utilities. Confers with officials responsible for street and building construction and maintenance, and for supplying water, power, sanitation or other services .											Entry Level Wage
Rates Are: _Hourly _Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

Recreation/parks director-187.117-054--Plans, promotes, organizes, and administers public recreation service for entire community, under policies established by public managing authority.											Entry Level Wage
Rates Are: _Hourly _Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

Sanitation workers-955.687-010--Cleans and maintains equipment in sewage disposal plant to facilitate flow and treatment of sewage.											Entry Level Wage
Rates Are: _Hourly _Other (specify)	Hours in Normal Work Week	Wage Rates Paid									
		Number of Employees									

Sample Fringe Benefit Survey Form

Fringe Benefits Survey Form

Company Benefits/Bonuses	Full-Time Employees			Part-Time Employees		
	YES	NO	How Many Days Per Year?	YES	NO	How Many Days Per Year?
Paid Holidays? (For Example: During 1990, State employees will have 11 days, and Federal employees will have 10 days of paid holidays.)						
Paid Sick Leave?						
Paid Maternity Leave?						
Credit Union?						
Shift Premium?						
Suggestion System?						
Profit Sharing?						
Christmas Bonus?						
Educational Reimbursement?						
Employee Discounts?						
Commission on Sales?						
Stock Purchase Plan?						
Flextime?						
Transportation Assistance? (Bus and/or Parking)						
Child-Care Assistance?						

Basic work week for full-time employees (in hours):

- ☐ Up to and including 35 hours
- ☐ Over 35, but less than 37 ½ hours
- ☐ 37 ½ hours
- ☐ Over 37 ½, but less than 40 hours
- ☐ 40 hours
- ☐ Over 40 hours

Which of the following are used by your firm as a basis for wage and salary increases?

☐ Merit Review ☐ Length of Service ☐ Cost of Living ☐ Combination of these

Frequency of Wage and Salary Adjustments:

☐ 6 Months ☐ Annually ☐ Other

Does your company have a union affiliation? ☐ Yes ☐ No
Does your labor contract include a wage re-opening clause? ☐ Yes ☐ No
Does your labor contract include a cost-of-living clause? ☐ Yes ☐ No

Paid Vacation (Check only one box per line.) Years of Service Required												
Vacation Earned	1/2 Year	1 Year	2 Years	3 Years	4 Years	5 Years	6-9 Years	10 Years	11-14 Years	15 Years	20 Years	Over 20 Years
1 Week												
2 Weeks												
3 Weeks												
4 Weeks												
5 Weeks												
6 Weeks												

Company Benefit Program*: The total cost of your company's fringe benefit package is equal to what percent of your straight time hour wage dollar? ____ %

*Please include Workers' Compensation, Unemployment Insurance tax, FICA (Social Security tax), and other costs for benefits your company provides. Exclude State and Federal income tax, and FUTA tax.

If benefits are offered within your company, who pays the cost?	Paid by Company in Full		Paid by Employee in Full		Company & Employee Share Cost	
	Full-Time Employees	Part-Time Employees	Full-Time Employees	Part-Time Employees	Full-Time Employees	Part-Time Employees
Dental Insurance						
Eye Glasses						
Group Life Insurance						
Hospitalization Insurance						
Long-Term Disability Insurance						
Major Medical Insurance						
Pension Plan						
Prescriptions						
Short-Term Disability Insurance						
Surgical Benefits						

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3RD CLASS

400 copies of this publication were produced at a unit cost of $ 2.36 per copy, for a total cost of $ 943.00—which includes $ 367.00 for printing and $ 576.00 for distribution.